

# Law Enforcement News

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## Part-time cops' full-time concern

Graduation rate lags for new 400-hour training program in Illinois

Just over a third of the part-time police officers in Illinois who began the first session of a state-mandated, 400-hour training program actually finished the 12-month course, according to Thomas Jurkanin, director of the Illinois Law Enforcement Training and Standards Board.

But while only 230 of the 600 part-time officers who began the course graduated over the summer, many have re-entered the program, now conducting its second 12-month training session, to comply with the January 1998 deadline.

A law that took effect in July 1996 requires the estimated 3,000 part-time police officers working in the state to undergo the expanded training and become certified if they want to continue working as peace officers. Previously, all they had to do was take a 40-hour firearms training and licensing course.

The mandate was enacted because of concerns about liability issues that can arise from the use of part-time police officers. Police unions also supported the proposal because they feared a trend toward replacing full-time officers with inadequately trained part-timers.

But some police chiefs who rely on part-time officers to shore up personnel-strapped agencies say the new training requirement imposes hardships on their jurisdictions. Rusty Stephens, the chief and only full-time officer in the east-central Illinois village of Newman, population

958, told The Associated Press that he relies on seven part-timers, some of whom are now looking for better-paying full-time positions after completing the training.

Others have pointed out that part-time officers often work two jobs to make ends meet, making it difficult for them to travel to far-flung regional training centers to take the course.

Jurkanin acknowledged the dilemmas facing these agencies, saying the requirement may prompt current part-timers to drop out of policing or move on to full-time jobs, and will also cause departments to rethink their use of part-time cops.

"Some departments have re-evaluated the use of part-time officers, and some have decided that they're only going to use full-time officers," Jurkanin said. "Others have made the decision that once the [deadline] expires under the statute, and they don't meet the requirement, they'll just let them go. Others jumped in right away and asked their people to go through the training if they wanted to stay on the department."

"We've tried to emphasize the liability factor in getting their people trained," he added. "It's a little bit of an inconvenience, but a lot of state legislation provides for inconvenience."

But the standards board is moving proactively to get training to officers who want it, utilizing distance-learning concepts that ease the logistical difficulties they face, Jurkanin said.

In what he said marked the first time distance-learning concepts have been applied by a statewide training agency to administer training, the board has set up 100 computer work-stations in police agencies around the state, accessible to part-time officers on a 24-hour basis.

The effort is partially funded by a \$400,000 grant from the U.S. Justice Department, said Jurkanin, who has been fielding inquiries about the effort from his counterparts in other states.

So far, part-time officers who have completed the course are scoring just as well as full-time academy recruits on the same state certification exam, Jurkanin said, "so we're convinced it's doing its job."

Bloomington, Ill., Police Chief Gary Schira, the current president of the Illinois Association of Chiefs of Police, lauded the training effort, telling LEN that the testing outcomes are encouraging. "It shows the training [for part-time officers] is as close to equivalent [to full-time] as could be."

"Nobody I've spoken to around the state has had any particular problem with it. They thought it worked very well, that the quality of the programming was excellent, and there were no logistical problems getting the part-time officers attending sessions," said Schira, who added that he has no part-timers among his 48-officer force.

"Our association, and I personally, very much support the concept," added Schira.

## 3, 2, 1, 'contact': Wisconsin troopers say performance gauge is a quota in disguise

A Wisconsin legislator says he'll go to bat for state troopers who claim a new system of measuring trooper activity constitutes a quota because they can get unsatisfactory evaluations for not making enough "contacts" with motorists.

Representative DuWayne Johnsrud is drafting legislation that will prohibit outright "any suggestion in any manner, directly or indirectly, that they shall issue a certain number of citations and violations," he told Law Enforcement News.

Johnsrud, a seven-term legislator who is a former Brown County sheriff's deputy, said he will model the bill on laws in Iowa, Michigan and Minnesota that prohibit police quotas. The bill also will address the order's effect on trooper evaluations.

Effective Jan. 1, the Wisconsin State Patrol began to rank officers based on the number of motorists they pull over, which officials contend allows supervisors to evaluate the number and kinds of stops made by each trooper. Prior to the change, the number of traffic stops made by officers were compared with a state average, based on the number of public contacts the trooper made per hour.

Troopers charge that the new performance gauge hurts troopers who received outstanding evaluations in the past. Under the new procedure, troopers receive weekly performance memos from supervisors in which their enforcement activities are reviewed and tallied.

In cases where troopers fail to meet the guidelines on motorist contacts, citations and arrests, the memos tell them they "are very capable of generating far more traffic stops and enforcement arrests during [scheduled] enforcement patrol time."

"You can't just put things in writing and tell people to make arrests.

That's a quota — I don't care what they say — it's a quota," said Trooper Casey Perry, a 19-year WSP veteran who is president of the Wisconsin State Patrol Union.

Of great concern to the union's 500 members of the Wisconsin State Patrol Union is that the memos become a permanent part of a trooper's personnel

file, Perry said. "They can never be removed," he noted. "Memos that are written and placed in your file are up to the agency to take out, and the State Patrol has refused to take those out."

The union also contends that the requirements violate a 1983 labor agreement that requires WSP officials

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## New test, major recruit push diversify talent pool in Chicago

Chicago officials say the latest police entrance exam — the first administered under new requirements calling for older, better educated applicants — has resulted in a recruit pool that is one of the most highly qualified and diverse groups ever to be considered for city police jobs.

"We're very pleased with the results. We're going to have a high-quality, diverse group to select from," said Deputy Superintendent John Harris, who heads the Police Department's Bureau of Administrative Services. He said the department will use the candidate list resulting from the test to fill between 2,000 and 3,000 vacancies expected over the next two or three years.

For the first time ever, whites make up less than half of those considered "well-qualified," officials said. Of the 9,030 people who took the test in June, about 52 percent of those receiving

"well-qualified" scores were minorities. Of that percentage, 32.2 percent were black, 16.2 percent were Latino, and 3.2 percent were of other ethnic groups. Women made up 27 percent of the "well-qualified" pool.

As of April, 64 percent of the CPD's 13,236 officers were white; 25 percent were black; 10 percent were Latino; and 1 percent were Asian, American Indian or other groups. Just under 20 percent are women.

The latest round of testing was the first under new guidelines that require applicants to be at least 23 years old and have two years of college. Previously, applicants needed only a high school diploma and had to be at least 21 years old. The city also imposed a \$20 processing fee on applicants for the first time.

The department also undertook a major recruitment campaign to get more

minorities, women, gays and lesbians interested in joining the agency. Under the "Ambassadors" program, 12 Chicago police officers from diverse backgrounds were assigned to work full time as recruiters.

"We knew it would have an impact on the type of individual we would attract," said Adrian Bryant, a spokeswoman on police and criminal justice matters for Mayor Richard Daley. "We were concerned with how those numbers would look in terms of our efforts to successfully reflect the makeup of the city in the pool of police applicant candidates."

Bryant told Law Enforcement News that the city considers the effort a success. The group "closely represents the makeup of the city," she said, adding that the pool represents "a highly desirable pool of applicants... very sought-after" by other employers.



# Around the Nation

## Northeast



**CONNECTICUT** — Despite a ruling by the state attorney's office that the April 14 shooting of a 21-year-old, unarmed black motorist, Malik Jones, by a white East Haven police officer was self-defense, Gov. John G. Rowland has called for a state grand jury probe and a separate Federal civil rights inquiry. The confrontation took place after Officer Robert Flodquist stopped Jones for reckless driving and attempted to arrest him. Flodquist said Jones began driving backwards, nearly hitting him and putting him in danger. Flodquist shot four times. An autopsy revealed that Jones had more than "trace amounts" of PCP in his system.

**DISTRICT OF COLUMBIA** — Sgts. Harry Hill and Christopher Sanders testified before the D.C. Council's Government Operations Committee on Sept. 25 that they were intimidated and branded "rats" after blowing the whistle to Federal authorities on a former detective working as a bodyguard for Mayor Marion Barry. Hill and Sanders said their careers took a dramatic downturn after they refused to approve overtime for Ulysses Walltower, a subordinate and close friend of Barry's.

One of the District's five Korean-American officers fatally shot himself as he sat alone in his office at a substation on Capitol Hill Sept. 23. San Shin, 29, was reportedly distraught over marital problems.

**MAINE** — The state Attorney General's Office released a report in September showing that a man fatally shot by Bangor police on Aug. 3 had a blood-alcohol level of 0.41 — a near-fatal amount almost five times the legal limit. The report also revealed that the gun Greg Baker, the victim, was waving at police was unloaded. Police Sgt. Robert Bishop was said to have been justified in shooting Baker, who told an officer on the phone that he had a fully loaded weapon and would shoot any officer who entered his apartment.

The nomination of Bangor Police Chief Randy Harriman to head the state Department of Public Safety was withdrawn Sept. 24 by Gov. Angus King Jr., who said Harriman did not show enough when he failed to willingly reveal past controversies involving him.

**MASSACHUSETTS** — A Northeastern University study released in September revealed that after-school programs in elementary schools could prevent violence. A survey of 65 elementary school principals in Boston, Lowell, New Bedford, Springfield and

Worcester found that 64 percent had suspended or expelled at least one student last year for infractions ranging from fighting to carrying knives.

**NEW HAMPSHIRE** — The state Supreme Court on Sept. 25 let stand a state agency's decision allowing police officers in Rindge to unionize.

Manchester Police Officer Roger L. Beauchamp was arrested and suspended without pay Sept. 22 after violating an order of protection taken out against him by his ex-wife. Bail conditions prevent the 32-year-old patrolman from having a firearm.

**NEW JERSEY** — Willingboro Police Officer David Barnes, 26, pleaded not guilty Sept. 25 to charges of sexually assaulting two 13-year-old girls, one the daughter of a fellow cop. Barnes was arrested in January following an investigation initiated by one of the girl's fathers, who said his daughter was receiving suggestive e-mail.

The U.S. Circuit Court of Appeals on Sept. 18 extended by 90 days a two-year-old injunction on the community notification provision of the state's Megan's Law in order to give public defenders time to prepare their next appeal. The U.S. Supreme Court has yet to decide whether to hear appeals and end the injunction.

Densie Gordon, a Guyanese immigrant, was awarded \$751,220 by a Newark jury Sept. 25 in a civil rights lawsuit that charged East Orange Officer LaDerrick Perry with excessive force, false arrest and imprisonment and malicious prosecution. Perry and another officer, Lori Lee, were moonlighting as security guards when they shot Gordon three times in 1992. Perry claims Gordon had a gun and was pointing at a man with a knife. Gordon's attorney said the defense proved that both the gun and ammunition were planted by East Orange police. Gordon was acquitted of all charges in 1995.

New Jersey Transit may continue randomly testing its armed police officers, the state Supreme Court ruled Sept. 25. The court held that protecting the public from drug-using police outweighed officers' rights to privacy.

**NEW YORK** — Legendary former New York City detective Frank Serpico returned to chastise the department Sept. 21 for failing to eliminate an atmosphere tolerant of brutality and corruption. Serpico, 61, who fled the United States and lived for a time in Europe after the Knapp Commission hearings in the early 1970s, said police in the Abner Louima beating case felt so confident that they would not be turned in by fellow officers that they attacked their victim within the station house.

Crime in New York City's subways rose in July for the first time in nearly 80 months. Muggings and token-booth holdups increased from 124 during July 1996 to 146 in the same period this year. Grand larcenies increased by 49.7 percent. Subway crime, however, is still far lower than it was seven years ago, said Chief Kenneth Donohue, head of the department's transit bureau.

A Safe Haven program has been established in stores throughout the Sheephead Bay and Gravesend sec-

tions of Brooklyn. The program will offer help to young and elderly people who feel threatened on the street, allowing them use of a telephone to call for assistance.

Leaders of New York City's five police unions have urged Police Commissioner Howard Safir not to return to a system of rotating police shifts. The system, which has been replaced by steady tours of duty, would have officers work one week of day shifts, one of nights and one of overnights, with two or three days off in between. Rotating shifts, police say, cause stress and result in sleep-deprived officers who make errors in judgment. A report by the Vera Institute of Justice, however, found that while that may be true, steady tours create precincts that operate as three stations instead of one.

Four former New York City deputy police chiefs may receive monetary damages totaling nearly \$4 million after a jury agreed with their claim that they were demoted due to their age. The six-person jury took just 40 minutes to decide that chiefs Paul Sanderson, 62, Edward Cappello, 63, Elson Gelfand, 62, and Brian Lavin, 56, had been "willfully discriminated against" when then-Police Commissioner William Bratton placed them on night duty and took away their personal cars in 1994. Bratton had vowed to replace "dead wood" at headquarters with "young" personnel. Three of the men retired; Sanderson is still on the job.

Ex-New York City police officer Francis X. Livoti was convicted of reckless endangerment Oct. 1 for assaulting a 16-year-old Bronx boy while on duty in 1993. Steven Resto was slapped and grabbed by the neck in an incident that began when he was questioned about a go-cart he was driving.

A poll by the Quinnipiac College Polling Institute released Oct. 2 found that in the aftermath of the Abner Louima brutality case, just 48 percent of city voters approved of the way New York City police are doing their job — down from 61 percent in February 1996. Eighty percent said they felt police brutality was a problem. Blacks disapproved of the job police are doing by a margin of better than 3-to-1, while 62 percent of whites approved.

Gov. George Pataki signed legislation in September criminalizing the improper sale and possession of the drug ketamine, known as Special K, an animal tranquilizer used as a hallucinogen. Pataki also vetoed legislation that would make it easier for morphine and other controlled substances to be prescribed as pain killers.

**PENNSYLVANIA** — The Philadelphia Police Advisory Commission ruled in September that Police Officer Joseph Galle abused his authority when he banged his fist on a motorist's car during a traffic jam in 1996. The commission called for Police Commissioner Richard Neal to discipline Galle, a three-year veteran.

**VERMONT** — A Burlington man, 37-year-old Jeffrey Burt, said Oct. 1 that he will seek a new trial of his brutality case against three police officers he said beat him after a high-speed chase in 1995. A mistrial was declared when the jury could not reach a verdict.

## Southeast



**ALABAMA** — Montgomery police Cpl. Anderson Gordon III was gunned down Sept. 24 by a 20-year-old man fleeing from a bail bondsman after a traffic accident, according to authorities. Anderson, 30, was an eight-year veteran who was well known and liked in his neighborhood. Torrey McNabb, 20, has been charged with murder.

An autopsy report released in late September said that Cruz Sanchez Loyolla suffered severe injuries before his death in custody at the Montgomery City Jail on June 12. Loyolla, 54, whose death has been ruled a homicide, was arrested for allegedly fondling a 10-year-old girl at the apartment complex where he lived. He suffered severe head injuries, bleeding in his brain, six broken ribs and numerous bruises. A wrongful death suit has been filed by his family against the city and two wardens. Montgomery Police Chief John Wilson said Loyolla had struggled with other inmates, and later with jail officers. No criminal charges have been brought against jail personnel.

**FLORIDA** — Eleven Miami Beach nightclub owners have submitted sworn statements claiming that police officers Hector Trojillo and Louis Dieppa accepted bribes in exchange for allowing the clubs to stay open past the legal closing hour. Trojillo is also accused of taking bribes in exchange for tipping off club owners as to narcotics sweeps and code enforcement visits. Both officers have denied the charges.

Thousands turned out Sept. 10 for services honoring Broward Sheriff Ron Cochran, who died of cancer Sept. 5 at the age of 60. The memorial was an hour-long tribute to Cochran's conviction that the best way to stop crime was to prevent it. He championed a scholarship program for at-risk children. He also worked to reduce domestic violence, instituting a mandatory-arrest policy to protect victims, and a countywide domestic violence council. Chief Deputy Susan McCampbell was named acting sheriff.

Miami Police Officer Fernando Cabeza, 39, was charged in Sept. 25 with two misdemeanor counts of battery in connection with separate incidents involving his wife. Cabeza, who allegedly fought with his wife over when she would quit her job, is the second Miami officer to be arrested on domestic violence charges in a week. Lieut. Rick Walerman was arrested after his estranged wife claimed he pushed her into a counter and five witnesses supported her account.

Metro-Dade Police Officer Dante Starks, accused of kidnapping and rape in August 1996, was fired Sept. 24. Starks, who has a long string of sexual harassment complaints against him, claims he had consensual sex with Charlotte Horton while on duty.

A suspended Metro-Dade police officer accused of smuggling drugs on a cruise ship held a Key West store owner at knifepoint Sept. 26 before she was subdued and arrested. The incident

began when police, checking out a tip, found 55 pounds of cocaine and what is believed to be hashish on board a vessel that had made a stop in Jamaica. Charlotte Green Ramos, 30, was under suspension because of grand theft charges in Miami.

**GEORGIA** — No citations have been issued in the first three months of a state curfew on teen-age drivers that went into effect July 1. The curfew bars 16- and 17-year-olds from driving between 1 A.M. and 5 A.M., except for work or school-related functions.

Auburn Mayor David Hawthorne and the City Council were expected to devise a game plan last month for implementing a voters mandate to form a police agency. The city has already received 30 job applications for an expected force of 12 officers. On Sept. 16, voters approved by a 3-1 margin the re-establishment of a department that had been disbanded in February to save money for a waste water plant.

**LOUISIANA** — While police expected some 40,000 residents to seek concealed gun permits during the first year since a law took effect on Oct. 1, 1996, only 6,400 have been issued of the 7,100 applications sent in.

State help may be sent in by Gov. Mike Foster to bolster law enforcement in East Carroll Parish, following the resignation of Sheriff Dale Rinicker. Rinicker pleaded guilty in August to two charges of mail fraud and public bribery. He agreed to forfeit more than \$3 million he obtained illegally, and never serve in law enforcement in Louisiana again. The department is down to three field deputies, compared with nine in April.

**NORTH CAROLINA** — Funeral services were held in Fayetteville on Sept. 26 for Highway Patrol Trooper Ed Lowry and Cumberland County Deputy David Hathcock. They were shot to death Sept. 23 with what police believe to be an AK-47 assault rifle during a traffic stop on I-95. Lowry, 47, deliberately pressed his fingertips against the trunk of the car, said authorities, to leave his fingerprints there in case something went wrong. Those prints, lifted from a wrecked late-model Toyota Camry, may help provide evidence to convict suspects Kevin Salvador Golphin, 17, and his brother, Timon Charles Golphin, Jr., 19, of Richmond, Va.

**VIRGINIA** — Henrico County Sheriff A.D. "Toby" Matthews Sr. was given a unanimous vote of no-confidence by his command staff in September and asked to step aside. Deputies complain that Matthews is rarely in the office and is out of touch with the day-to-day workings of the agency. At least eight worker complaints have been filed with the Equal Employment Opportunity Commission, and the department also faces state and Federal investigations into allegations of inmate beatings and abuse by deputies. Matthews had no initial comments on whether he would resign.

The Richmond Police Department held its first organized bike ride for officers and civilians in September to promote community spirit. The 23-mile ride made by 25 officers and 11 other cyclists wound through all three of the city's police precincts.

## ERRATA

In the Around The Nation section of the Oct. 15, 1997, issue, the departmental affiliation of two exonerated officers and their police chief was listed incorrectly. Chief Simon Fluckiger and the officers are with the Hamilton, Ohio, Police Department, not Cincinnati, as noted. We regret the error, and thank our vigilant readers for calling it to our attention.



## Midwest

**ILLINOIS** — A Chicago police lieutenant who worked in a mostly Latino area was reassigned to the traffic division in September after issuing ethnic slurs in a memo, Lieut. Thomas Kuroski took a \$24,000 pay cut.

A wrongful-death lawsuit was filed Sept. 19 by the family of Joshua Brackett, 20, who was fatally shot by Harvey police in July during a struggle. Police claim Brackett, who was unarmed, lunged for an officer's weapon while they were talking to him outside his girlfriend's apartment. Police had been called there twice to remove Brackett. The officer involved in the shooting was not identified.

**INDIANA** — An FBI investigation has been launched into charges that as many as 15 to 20 Fort Wayne police officers may have brutalized minority residents. Police Chief Neil Moore said he welcomed the probe, which may help improve police-community relations.

**KENTUCKY** — The Lexington Police Department is being sued for \$1.9 million by a man who claims police should not have handed him back a loaded assault rifle they found in his car during a traffic stop. Michael Schmitz, 45, who said police gave it back to unload and dismantle when he was drunk, said society needs to be protected from his kind.

Far fewer people than expected have obtained concealed-weapons permits under a state law that was approved in October 1996. Although 100,000 permits were predicted in the law's first year, only 30,182 had been issued as of late September.

A black Hardin County deputy has filed a Federal lawsuit against Sheriff Robert Thomas for allegedly encouraging and participating in discriminatory behavior against him. Reginald Moore claims he was given less desirable jobs, was treated differently from other deputies and was paid less.

**MICHIGAN** — Saginaw police used pepper spray to disperse some 400 people who had come to protest a Ku Klux Klan rally. Police said the spray had to be used because they were being pelted by rocks and bricks and needed to rescue a skinhead and another couple giving "Heil Hitler" salutes.

Anthony Sudul, a Polish immigrant, has won a \$2.8-million judgment against the Hamtramck Police Department for allegedly being beaten and kicked without cause during a 1991 arrest. The amount represents about 21 percent of the city's budget.

Anna White, 51, and Michael Thomas, 20, were killed Sept. 30 when a stolen car being pursued by Detroit police crashed into their minivan. The incident marks the third time since July that a death has been linked to a police pursuit. Police claim they were following the car, not chasing it.

**OHIO** — Toledo police officials said in September that attacks on prostitutes were on the rise. Two women were slain

recently, and four others were violently raped, according to The Toledo Blade.

Columbus police officers Charles B. Higgins, 33, and Richard Kirby, 34, were jailed Sept. 19 on charges of sexually assaulting a woman who had called the officers to her home on a domestic-abuse complaint in late June. Prosecutors allege Kirby strip-searched the victim, and Higgins raped her. Both men were removed from duty.

**WEST VIRGINIA** — The Marion County Sheriff's Department has seized \$75,000 worth of CB radios from 14 dirty-mouthed operators who in some cases used the gear to solicit sex from other truckers.

The State Police and the Kanawha County Sheriff's Office will pay nearly \$2 million to settle a suit filed by William Harris, who spent six years in prison for a rape he did not commit. DNA evidence cleared Harris, whose conviction was overturned in 1995.

Capping a 20-month state and Federal investigation, authorities on Sept. 30 arrested 41 people linked to a Jamaican marijuana gang. The gang allegedly shipped more than 220 pounds of marijuana into the state from Los Angeles, Houston and other areas using private parcel services.



Plains States

**MISSOURI** — More than 14,000 marijuana plants — enough to fill three dump trucks — were destroyed recently by Taney County sheriff's deputies, in what authorities say was the biggest pot harvest this year.

The defense attorney for two St. Louis police officers indicted in September on charges of drug possession and falsifying police reports claims his clients were nowhere near the place where the alleged shakedown occurred. A man told investigators that officers David Arnett and Brian Nelson approached him on Aug. 1 and demanded \$450, saying they would plant drugs on him if he did not cooperate.

In an effort to curb crimes and public drunkenness that result from panhandling, Kansas City police Sgt. Rex Tarwater has launched a campaign asking people to keep their loose change to themselves.

**MONTANA** — Cascade County Sheriff Barry Michelotti abruptly ended his term 15 months early in September to become training manager of the Montana Law Enforcement Academy in Helena. Michelotti's undersheriff for the past seven years, John Strandell, was appointed Oct. 1 to fill out the rest of his former boss's term.

After increases of 15 percent a year for the past seven years, the state's reported domestic violence incidents may be leveling off. A report from the Montana Board of Crime Control shows 3,151 cases of domestic violence last year, a 4-percent decline over 1995. Victims' advocates agree with officials that the problem is being taken more seriously by law enforcement.

Juvenile crime in the state declined slightly in 1996, according to statistics from the state Board of Crime Control. Of the offenses committed last year by juveniles, 38 percent were property crimes, nearly 14 percent were crimes against people, 22 percent were "status" offenses, and the remainder included drug crimes, disorderly conduct and weapons charges.

Park County Sheriff Charley Johnson was acquitted in August of sexual assault and official misconduct charges. The charges were brought by a sheriff's department clerk who accused Johnson of putting his hand down her shirt last December, and a putting hand down her pants one month later. Johnson testified that he believed the charges were part of a conspiracy to bring him down and protect the clerk's job. Chuck Watson, a defense attorney, said the woman had taken advantage of her access in the sheriff's office to give confidential information to a suspect in a domestic violence case.

**NEBRASKA** — Under a new state law that took effect Sept. 13, police will be allowed to take blood from those convicted of sexual crimes and store it for later DNA testing. Another law increases penalties for crimes committed against protected minority groups and offenses that demonstrate hatred.

**NORTH DAKOTA** — State troopers wrote 48,220 speeding tickets in 1996. That number is expected to rise this year with the addition of 15 new troopers, bringing the patrol's strength up to 130.

The city of Grand Forks, devastated by floods last year, will receive a Federal grant of more than \$315,000 to cover the salaries and benefits of three police officers over the next three years. Usually, the grants from the Office of Community Oriented Policing Services cover just 75 percent of the cost.

**SOUTH DAKOTA** — Since 1994, the state has received \$16 million in Federal grants to allow the hiring of 232 police officers, records show.



Southwest

**ARIZONA** — Attorney General Grant Woods has warned grocers against selling large amounts of the asthma medicine ephedrine because it can be used to make methamphetamine. One undercover officer was able to buy ephedrine 14,000 tablets.

**COLORADO** — A 14-year-old suspected gang member was shot in the stomach in September in Pueblo after apparently trying to wrest a gun away from a police officer. The boy was fleeing from school with police in pursuit when he fell, turned and lunged for the officer's weapon, said a police press release. The officer involved, Larry Roberts, was placed on leave.

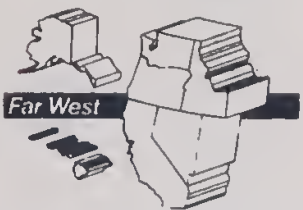
**NEW MEXICO** — A misdemeanor complaint filed by a private citizen against Albuquerque Police Chief Joe Polisar, alleging that the Chief mishandled and cursed at the man during a

traffic stop earlier this year, was thrown out Oct. 1 by the state Supreme Court.

**OKLAHOMA** — Suspended Marshall County Sheriff Decco Baxter's bond was raised in September to \$254,000. Baxter is charged with embezzlement, racketeering, and permitting an escape, among other charges.

**TEXAS** — Richard Frank Keyes III, a fugitive belonging to the separatist group Republic of Texas, was arrested Sept. 19 near Houston, four months after slipping away during a standoff with authorities. Keyes was held without bond on charges of engaging in organized criminal activity and aggravated kidnapping with a deadly weapon. Keyes ran from the group's mountain hideaway on May 3. He later said in a magazine interview that New Mexico militia members aided his escape.

**UTAH** — Weber County deputies have applied to the Federal Government for surplus M-16 rifles. The weapons, at \$700 each, are too costly to buy, said officials.



Far West

**CALIFORNIA** — One of the most popular booths at the Los Angeles County Fair in September was the one touting the state's CD-ROM list of convicted sex offenders. The CD-ROM contains 64,000 convicted child molesters and rapists, including their addresses, their offenses and sometimes photographs. More than 250 people had signed up to use the data base within the first few hours of the fair's opening. The activity at the booth was hailed by Attorney General Dan Lungren, who cited 10 cases in which fair-goers recognized people from the list who had direct contact with children.

Los Angeles County Sheriff's Deputy Henry Meyers, 30, was indicted Sept. 18 on Federal civil-rights charges for allegedly punching and pointing a gun at a man being treated in an Antelope Valley emergency room.

Gov. Pete Wilson on Sept. 30 signed a law barring schools from hiring people convicted of serious crimes and requiring full fingerprint checks before employees can start work.

Some 600 surplus M-16s from the U.S. Army surplus will soon be distributed to Los Angeles police. The high-powered semiautomatic weaponry is a response to a televised shootout in February in which police were outgunned by heavily armed bank robbers.

The only black member of the Los Angeles Police Department bomb squad filed a \$5-million lawsuit that claims he was forced to go on stress leave because of racial discrimination. Officer John A. Francois, who has been on medical leave since June, said he was subject to harassment, retaliation and discriminatory abuse, and was denied opportunities for advancement.

The Merced County Youth Accountability Board, an alternative juvenile court for first-time offenders fac-

ing very minor charges, has found that out of 120 cases heard in the last two years, only eight youngsters failed to fulfill sentences, and only two actually wound up in the court system. The punishments can be writing letters of apology or performing community service.

Los Angeles Mayor Richard Riordan and Police Department officials are defending the escalating construction costs for a new 43-acre police training center in Grumuda Hills, the tab for which has risen from \$7 million to nearly \$29 million. Councilwoman Laura Chick called the facility a Taj Mahal, and Councilwoman Jackie Goldberg said some of the money could have been better spent on locker rooms for female police officers.

Ellie Nesler, who fatally shot her child's alleged molester in a courtroom in 1993, pleaded guilty Oct. 1 to voluntary manslaughter and was freed. Nesler served nearly four years of a 10-year sentence, but was granted a retrial of the sanity phase because of juror misconduct.

Los Angeles police captured two robbers in September suspected of committing more than 30 home invasions by impersonating police officers. Police confiscated night vision goggles, official LAPD badges, handcuffs, a variety of narcotics, handguns, a sawed-off shotgun, an assault rifle and ammunition from the suspects' home.

Gov. Pete Wilson on Sept. 26 vetoed a bill that would have required the cheap handguns known as Saturday night specials to meet the same safety standards that are set for imported guns. Wilson said the bill would have deprived law-abiding people of a chance to buy inexpensive crime protection.

A Los Angeles rookie officer who lost an eye in a shootout just three weeks after graduating from the academy has hired a lawyer to prevent the LAPD from firing him. Jay Cicinelli, 25, who was shot six times during a traffic stop on Dec. 14, said an internal Police Department memo indicated he would be dismissed because he is considered a liability. The department said Cicinelli's actions were premature.

**IDAHO** — In the seventh shooting incident involving a Boise police officer in the past 18 months, Officer Mark Stall, 29, was killed and another unidentified officer was wounded when they stopped a car driven by brothers Craig and Doug Broderick. The Brodericks were also killed. In an audio tape made at the scene, an officer can be heard telling the driver to get out of his car, raise his arms, and lift his jacket. Then a yell is heard, and a series of gunshots. Later someone screams "Officer down!" Stall leaves behind a wife and two young children.

**OREGON** — State forecasters expect Oregon's prison population, now around 8,000, to grow by more than 80 percent by 2007. The increase would be about 1,100 less than was predicted in April, when legislators approved four new prisons and the expansion of a fifth.

**WASHINGTON** — For the third straight year, the number of reported hate crimes statewide has declined. There were 199 crimes last year, compared to 261 in 1995 and 286 in 1994.



## Top of the heap

A Minnesota sheriff's deputy who kept his sights trained on a cabin and urged bystanders to get to safety despite being seriously wounded by a suspect holed up inside the building was one of 18 law enforcement officers who were named as the nation's "Top Cops" for 1997 by the National Association of Police Organizations.

The awards, which pay tribute to officers "for outstanding service to their communities," were presented to recipients at an awards ceremony in Washington on Oct. 8.

"Each and every day law enforcement officers do their job, protecting the citizens of our nation, yet not enough people recognize them as the true heroes they are," said NAPO executive director **Robert Scully**.

One of those recognized is St. Louis County Sheriff's Deputy **David Akerson**, who was shot on Aug. 3, 1996, by a suspect who answered the deputy's knock on the door with a rifle blast. Akerson was going to question the man, later identified as **Clifford Larson**, for allegedly carrying the firearm through a resort the day before.

"I could tell by looking at his face he was going to shoot," said Akerson. "So I put up my left hand in front of my face, then I dove off the porch. He stepped out onto the porch and fired three rounds out of that .22 semiautomatic rifle. One of the shots grazed my top right shoulder, entered my neck right behind the ear and the bullet traveled up the side of face."

Although bleeding profusely, Akerson remained conscious and was able to take cover behind a tree, where he radioed for help. As he waited for backup to arrive, Akerson made sure the suspect didn't leave his cabin and also warned neighbors to clear out of the area for their own safety.

About 15 minutes later, backup deputies began to arrive — including Akerson's 25-year-old son, **Jason**, who was on his first day of field training. "When he first got there, he came to the ambulance. I was sitting up, and he asked how I was doing. I said, 'I'm good, Jason, just do your job.' He said, 'OK,' and left. The supervisor told me later that he did an excellent job, especially since that was his first day out," Akerson said.

Larson held police at bay for eight hours, and was finally flushed out with a tear-gas assault. His trial was scheduled to begin Nov. 5. "I'm not looking forward to it," said Akerson.

Akerson said he accepts the NAPO award with humility, observing that "there's a lot of cops killed every year, and they don't get anything."

Akerson is still dealing with the lingering mental and physical after-effects of the shooting. The bullet, which was imbedded between his right ear and jawbone, was not removed for nearly six months because of concerns that surgery could result in permanent nerve damage. Akerson said he still suffers from numbness in the right side of his face, ringing in his ears and insomnia.

"I was a member of the SWAT team, so we've had other incidents, but this was one-on-one from a couple of feet away. I just haven't slept well since."

The incident also changed Akerson's routine, he said. "I've always been

in law enforcement nowadays, and without question, this is one of the best partnerships that you could have — one that provides you free air time to show the positive side of law enforcement in this negative era," said Franklin Township Police Chief **Daniel J. Livak**, who chairs the media relations committee for the chiefs' association.

Radio listeners began hearing the weekly profiles — called Police Radio Mini-Dramas — last January. Since then, they've heard regular accounts of bravery and service involving officers from local, state or Federal law enforcement agencies working in the state, said Livak. They've included:

1 **Bedminster Township Police Officer Edwin Roberts Jr.**, who rescued an elderly woman trapped in her car by rising floodwaters in 1984. Roberts, a non-swimmer who as a child had drowned and been revived, waded through the water and freed the woman. "That woman was going to drown. Even though I'm fearful of the water, I had to save her," he said in the spot, which aired in September.

2 **Sgt. Richard D. Freeman** of the East Rutherford Police Department, who arrested a man he caught dumping plastic bags filled with body parts into a river along a desolate industrial area on Easter Sunday in 1996. The man was later convicted of second-degree murder. "This incident has taught me there is no such thing

as routine patrol," Freeman said.

3 **Princeton Borough police Sgt. Donald Dawson**, who rescued a Princeton student who had climbed onto a train and was being electrocuted by track wires as Dawson arrived at the scene. "I knew that if I didn't get the student away from the wires, he would have died. I risked my life to save him; that's part of the job," he said.

4 **Livak** said potential subjects for the mini-dramas are nominated by their superiors for actions taken at any time during their careers, and most of the nominations submitted by chiefs have resulted in profiles. "Any type of positive, good police work is highlighted" in the spots, Livak said.

The broadcasts use special effects to re-enact the incident, and give officers a chance to tell their own stories. The spots are taped at WCTC/WMGQ studios in Somerset.

Officials hope the effort serves as a counter to the seemingly endless barrage of bad news about police agencies and officers in trouble, said Livak, who narrates the spots. "The whole idea is to show that the majority of law enforcement officers out there are honest, hard-working individuals who do the job every day," he told Law Enforcement News. "Unfortunately, the few who are the aberrations are the ones who grab headlines."

"It's the sensational things that make the news," agreed Kinnelon

Borough Police Chief **Daniel Collucci**, the president of the chiefs' association. "The vast majority of people know that, but sometimes when you're being continually battered by one side, you lose sight the good things police officers do. We also want police to know that we appreciate them."

Two Kinnelon Borough officers were subjects of mini-dramas that aired earlier this year, Collucci noted. Sgt. **Martin Intel**, who retired recently, and Patrolman **Christopher Burns** were honored for their arrest of a burglary suspect in 1994 who was wanted in connection with two homicides.

The program has received such a good response from officers, broadcasters and listeners that NJBA president Roberts said there's a good chance that it will be continued for at least another year.

"That's up to the [association]; we're quite willing to do it because we think it's a worthwhile program.... There's been absolutely great feedback. Everybody seems to be really happy with it."

Ditto, said **Lorraine Kulick**, executive director of the chiefs' association. "I hope that law enforcement continues to participate, to show all of the things they're doing, because the public certainly has reacted favorably," she told LEN.

cautious, but I'm probably more so now. I come into situations a little slower, and take a good look at my surroundings."

In addition to Akerson, Top Cops Awards were presented to:

Sgt. **James L. Collins**, Officers **Martin M. Madrid**, **Scott Mnsino**, **Kenneth D. Petersen**, **George H. Somershoe IV**, **Garrick D. Ward** and **Donald K. Weverstad**, all of the Phoenix Police Department; San Diego police Sgt. **Derek Daniel Diaz**; Jefferson County, Ky., Police Officer **David R. Culler**; Special Agent **Phil Muollo**, Massachusetts Department of Justice/Drug Enforcement; **Wixom, Mich., Police Officers Gary M. Humlin** and **Martin G. Harp**; Lorain, Ohio, police Sgt. **Richard Resendez**; Pittsburgh Police Officer **John J. Wilbur**; Fairfax County, Va., Police Officer **Gary L. Beaver** and Police Officer 1st Class **Troy S. Payne**, and Officer **William D. Bowman** of the Washington, D.C., Metropolitan Police Department.

## Power surge

If the leaders of the National Fraternal Order of Police seem to be strutting more proudly lately, it may be because Vanity Fair magazine just named the FOP as one of the "most powerful groups" in the nation's capital.

The kudo appeared in the magazine's October issue in the form of a three-page graphic spread that rated

Washington's key players — politicians, lawyers, reporters, lobbyists, pundits and other movers and shakers. The feature depicts Washington as a universe with the players revolving around the White House at its center.

FOP president **Gil Gallegos** said the inclusion of the 270,000-member group as a star in the Washington constellation gives the FOP the national prominence it has long held in law enforcement circles. The FOP is "committed to political activism in support of issues important to rank-and-file police officers. Recognition of the FOP's success in this area is a validation of our national legislative program, and a tribute to the grass-roots efforts of hundreds of thousands of FOP members," he said.

Of the 21 organizations singled out by Vanity Fair, the FOP is the only public-sector group that does not have a political action committee to push its agenda, Gallegos added. That's a testament to the group's willingness to "achieve its legislative successes through hard work and grass-roots lobbying — not through campaign contributions," he said.

"We feel good about it. We think it's important that groups with rank-and-file law enforcement interests at heart be prominent here in Washington — and be recognized as such," added the FOP's executive director, **James O. Pasco Jr.**

Other groups recognized by the magazine included the National Rifle Association, the AFL-CIO and the NAACP. "From my standpoint they were all pretty good picks — but we were a great addition," Pasco quipped.

## Hammer heads

Vice President **Al Gore**, who once took a hammer to a glass ashtray on national television to dramatize his commitment to cutting government waste and increasing efficiency, will again wield a hammer next month, this time to honor the Office of Justice Programs, which administers Justice Department grants to state, local and tribal law enforcement agencies.

The Hammer Award, which is presented to teams of Federal employees who take the initiative to "reinvent government," is being awarded by Gore's National Performance Review to an OJP team for its success in streamlining a cumbersome, paper-intensive grant application and award process.

Work to overhaul the system began in 1996, with the formation of the Block Grants Automation Team that included staff members from the Bureau of Justice Assistance and OJP's Information Systems Division. The team was charged with retooling the application and award process so it could expeditiously handle the 3,000 applications BJA expected to receive under the new Local Law Enforcement Block Grants program.

The team simultaneously developed a new team and application kit, hired and trained new staff, assessed the needs of state and local applicants and grantees, and developed a new, user-friendly automated system for ap-

plication and award processing.

It now takes a staff of 18 just six months to handle a task that previously took a 100-member staff nearly a year to complete, according to BJA director **Nancy Gist**. "Our constituents... can now apply for Federal funding in about 20 minutes, without sacrificing quality or accuracy," she said. "This system is proof that the Federal grant application and award process does not have to be slow and cumbersome."

Under the new system, grant applicants can submit forms by computer disk, on-line, by fax, or the old-fashioned way — through the mail. The application form itself was redesigned into a one-page, easy-to-understand format. The system's scanning technology allows data from the application to be entered at the rate of 100 pages a minute, helping to reduce the time it takes to apply and process grant applications and awards.

"This system is revolutionizing the way OJP administers its grant programs," said Assistant Attorney General **Laurie Robinson**, who oversees OJP. "By taking full advantage of the many technologies available to us and to our grantees, we have made the application and award process faster, more flexible and efficient."

The system also has been used to process 600 grants under BJA's Church Arson Prevention Grant program and 150 grants under its State Criminal Alien Assistance program. It will soon be adapted to speed the process in other grant programs administered by DoJ, as well as those offered by other Federal agencies.



# Support your local police

## NYC cops lose salary battle, while grass gets greener for suburban colleagues

New York City police officers recently lost their two-year battle to win salaries comparable to police in neighboring suburbs, while just next door in Nassau County, total compensation for officers will soar well past the \$100,000 plateau following an arbitrator's recent decision to grant a 24-percent raise over five years.

On Sept. 4, an arbitration panel upheld New York City's offer to the Patrolmen's Benevolent Association, saying Mayor Rudolph Giuliani's proposal for a 13.3-percent salary increase over five years was reasonable. The panel said the raise was roughly comparable to packages negotiated between the city and other municipal unions.

The panel's action ended, at least for now, a bitter disagreement between the Giuliani administration and the 29,000-member PBA on a new labor contract. If the union does not appeal within 30 days, the contract would go into effect immediately, retroactive to 1995, when the last pact expired.

The package provides for a two-year wage freeze, followed by annual increases of 3 percent, 3 percent and 6 percent. With benefits factored in, the package approved by the arbitration panel gives police a 15.3-percent increase.

In the previous contract, officers were receiving \$50,400 in salary and other cash benefits after 10 years of service. When the new contract expires in 2000, they'll be earning \$57,584, an increase of \$7,184, or 14.25 percent, according to James F. Hanley, the city's labor commissioner.

The arbitrators rebuked the PBA for seeking more money than other city workers received, saying that granting such a request would throw labor relations in turmoil as other bargaining units demanded similar packages for their members.

### No reward for crime decreases

In addition, the panel rejected the union's demand for productivity bonuses of a few thousand dollars per officer. The union at first refused to accept the two-year wage freeze, but later changed its mind, saying it would accept the salary package only if the productivity bonuses were included.

The PBA had contended that cops deserved the higher compensation for their role in the sharp drop in crime over the

past few years. "They fail to recognize the type of work that our people do," said PBA president Lou Matarazzo.

Granting the PBA's demands "would severely damage the city's financial stability," according to the ruling by the three-member panel that was appointed by the city's Office of Collective Bargaining.

Giuliani hailed the panel's action, calling it "a vindication of the city's position."

Matarazzo was said to be considering a number of actions to protest the decision, including precinct picketing by off-duty officers, a tactic used in January when the impasse went to arbitration. The PBA also announced it would not endorse the Mayor's re-election bid, withdrawing support that some observers said was crucial to Giuliani's successful 1993 campaign.

Matarazzo also vowed to retaliate by pushing state lawmakers to marshal bills favorable to the PBA through the Legislature, a strategy it attempted last year when it lobbied for a bill that would have shifted arbitration from city control to a state entity that the union believes would grant it more favorable contracts. The bill was approved by lawmakers over Gov. George Pataki's veto, but Giuliani successfully challenged it in court.

"I am extremely disappointed that we couldn't get a fair shake from the arbitrators," Matarazzo told *The New York Times*. "We are now going to take it to Albany."

Giuliani characterized the city's offer as "a very generous one," and said PBA members ought to direct their anger at their leaders for attempting to wrest more money from the city.

### The high price of policing

Meanwhile, New York officers may be thinking the grass is greener on the other side of the city line, following another arbitrator's decision that granted a 24-percent raise over five years to police in neighboring Nassau County. The action follows an earlier award to officers further east on Long Island, in Suffolk County, who received an 18.7 percent increase over four years.

Nassau officials had contended that the county could not afford the increase for its police officers, who are already among the highest-paid in the nation. The police budget accounts for 72 percent of a proposed property tax levy in County Executive

Thomas Gulotta's budget for 1998.

The arbitrator's decision means that base pay for an experienced Nassau officer will rise from nearly \$60,000 under the old contract to \$73,859 by the year 2000. With overtime, uniform and equipment allowances and other cash benefits, total compensation will rise to about \$120,000 per officer.

The spiraling costs of police services on Long Island, where crime is a major issue and politicians scramble for police union support, have prompted calls for major reforms in the way labor contracts are negotiated. "You end up with an agency where virtually every sworn member gets an executive-level salary," noted Michael J. Butler, an attorney and a retired Nassau police captain who studies police compensation and management. "Cops and former cops are my friends, colleagues and clients. They provide quality service, but we're taxpayers, too, and the costs sound out of control."

Lewis Yevoli, an Oyster Bay supervisor who is challenging Gulotta in this fall's election, said negotiations have become politicized, forcing officials to cave in to union demands. "We have TV commercials and billboards saying, 'Tom Gulotta is tough on crime — paid for by the PBA.' Who are we kidding here?" he told *The New York Times*. "They gave \$100,000 to his last campaign. What will contributions buy you? Probably the most lucrative contract in the nation. No knock on the cops, but taxpayers simply cannot afford this."

But Officer Gary DeLaRaba, president of the Nassau County Patrolmen's Benevolent Association, defended the contract, saying the union has taken steps that have resulted in millions of dollars of savings to the county.

"Steady tours have reduced sick leave by almost 40 percent since its inception, and have reduced injuries in the line of duty by almost 50 percent," he told *Law Enforcement News*. "That savings to the county alone is about \$12 million, which more than pays for the contract itself."

DeLaRaba also noted that Nassau police recruits now must have a four-year college degree to join the force. College-educated officers will receive about \$3,000 more in pay than those without four-year degrees, he noted. "You can't raise standards and not raise salaries with it."

## Kiss your assets goodbye:

# Boston PD property control under scrutiny

Two of the nation's Big Six accounting firms have been enlisted by the Boston Police Department to help tighten up accounting procedures for cash and valuables seized by police.

The accounting firms of KPMG Peat Marwick and Arthur Anderson Consulting were due to begin work in October "to review and evaluate the Boston Police Department's procedures for the handling of cash and valuables

from the time received or obtained to the time of dispersal," according to a Police Department announcement.

The move comes in the wake of recent reports by a team of investigative reporters at *The Boston Globe* that uncovered questionable practices in the handling of suspects' cash and valuables. In cases involving at least seven detectives or supervisors, money seized from suspects was recorded on arrest

reports, then disappeared, the newspaper asserted.

The newspaper said two detectives had been indicted on charges of stealing \$250,000 from about 50 cases, and in some instances allegedly dropped charges in exchange for cash.

In subsequent articles, the newspaper reported that one lieutenant allegedly stole \$3,330 from a numbers operator. Another article told how \$959

seized in a 1991 drug raid disappeared for six years after the defendant left town while on bail. The defendant reappeared in July, a few weeks after *The Globe* filed a Freedom of Information Act request for all police financial documents in the case.

The reports prompted calls by some officials, including former Police Commissioner Francis M. "Mickey" Roache, who is now a City Councilor, for the hiring of outside specialists to review police procedure on handling seized assets. Mayor Thomas Menino and Police Commissioner Paul Evans had previously maintained that no outside review was necessary.

A Police Department news release said the accounting firms will look into "requirements for recording, storing, tracking and releasing of cash and property" and will develop procedures for the handling of physical evidence.

The consultants also will develop and draft "new rules and regulations which will incorporate the most current and effective safeguards for ensuring the integrity of processing for dealing with money and processing."

At the same time, Peat Marwick "will conduct a full accounting of all cash and evidence on hand in the chief cashier's office and an evaluation of current procedures with recommendations for any needed changes which will be incorporated in to the rules draft mentioned above," the release stated.

*The Globe's* articles have increased tensions between the Police Department and the newspaper, with Evans publicly castigating its editors a Sept. 7 edito-

rial cartoon that he termed "sheer yellow journalism." The cartoon showed a French police officer holding a \$200,000 ring at the site of the car crash in Paris that killed Princess Diana, telling a colleague, "In Boston, the cops would probably have kept it."

"The department deserves nothing less than an apology for that," Evans told participants at a police-integrity symposium that was held on Sept. 10.

Det. Sgt. Margot Hill told *Law Enforcement News* that calls for an outside monitor was "a demand made by the one entity" — *The Boston Globe*.

"Their interpretation of the missing money and ours is quite different. We're guilty of shoddy record-keeping at the worst, but whether or not these officers actually committed larceny or any other heinous crime is still up to us to discover," Hill said.

Hill said the department had begun looking into its accounting practices in January, months before *The Globe's* articles appeared. The effort is "such a fine-toothed process" that Evans enlisted the accounting firms to ensure that all bases are covered, she added.

Gerard O'Neal, who heads *The Globe's* investigative team, said the paper stands by its reports, despite the BPD's feelings they were skewed.

"If that's their feeling, why did they reluctantly, but with some fanfare, agree to have outside consultants review all of their procedures?" he said. "It's hardly making a mountain out of a molehill when they have to bring an outside consultant in to straighten out their record-keeping."

## Denver school cop riles parents

There's one less police officer assigned to Denver schools this year, after a parents' group protested the continued operation of a police substation at a middle school located in a gang-plagued neighborhood, which they said contributed to a "prison-like atmosphere" at the school.

During the 1996-97 school year, the Police Department assigned an officer to the Horace Mann Middle School, which is located in a predominantly Latino neighborhood that police say has seen its share of gang activity.

The pilot effort, which was initiated by then-Principal Miguel Elias, was supposed to improve relations between police and students, as well as keep criminal activity in and near the school to a minimum.

A room at the school was set aside for the officer, and officers working in the district also were encouraged to stop by and do their paperwork there. The officer posted at Horace Mann visited

classrooms and interacted with students.

But when members of Concerned Parents of Horace Mann Middle School got wind of the program, they protested, saying the police were not needed there. They petitioned for the removal of the substation, demanding an end to the "prison-like atmosphere" the officer's presence allegedly conjured, *The Denver Post* reported recently.

The outcry led to the officer being removed and the room closed. Elias later resigned, although he said controversies surrounding his programs, which included a strict dress code, were not factors in his decision.

Police and school officials apparently have not ruled out restarting the program, which was supposed to become permanent starting this academic year. Horace Mann principal Jim Treviño told the newspaper he was planning a series of town hall meetings with parents to gauge possible support

for the return of a police officer to the school. In the meantime, police say, officers will continue to maintain a patrol presence in the area.

Treviño did not return calls from *Law Enforcement News* for comment on the current status of the issue. But a police spokeswoman, Det. Virginia Lopez, who herself served two years as an school resource officer, told *LEN* that no officer had yet been assigned to the school as of Sept. 30.

Currently, the Police Department assigns 11 officers to teach Drug Abuse and Resistance Education programs in city elementary schools, and some of them also do double-duty as middle school resource officers. "They're there mostly to improve relations with students, but the program also leans toward enforcement," Lopez said.

High schools will be covered after Jan. 1, the starting date for a new program to assign officers to each of the district's 10 high schools, she added.



# Are you now, or have you ever been, a criminal?

Kentucky judges see problems with expunged-records law

A Kentucky law that provides for the expungement of criminal records following acquittals or dismissal of charges against defendants is drawing the ire of some judges, who said it gives them little choice but to close the files, despite any misgivings they may have.

The law, which has been in effect since July 15, 1996, allows acquitted defendants or those whose charges are dismissed without reinstatement to ask judges to purge all public record of the case, even fingerprint cards, within two months of adjudication. The law also allows them to delete any reference to an acquittal or conviction from an employment or credit application.

The law not only makes it seem as if a case never happened, it also seals the defendant's motion requesting the expungement. However, it does not apply to civil cases or require administrative agencies to delete records that lead to criminal charges, nor does it force police departments to delete data from internal intelligence files that are shielded from public disclosure, said one of the law's sponsors, Representative Mike Bowling, a Democrat.

"I hope everyone who is acquitted asks for their record to be expunged," Bowling told The Louisville Courier Journal, adding that the law's goal of providing privacy to the innocent "is the American way."

While so far, requests for expungements have come in at a trickle, judges interviewed by The Courier

Journal expect the floodgates to open once lawyers and defendants become more familiar with the statute and start jamming courts with motions to seal records. The law is retroactive so that any defendant ever acquitted of a crime can make the request.

In a case that illustrates the vagaries of the law, the newspaper reported that a Benton attorney defending the Calloway County Sheriff's Department against a false-arrest lawsuit was unable to locate any records of the incident. The defendant, who was acquitted of charges that he opened fire on a deputy's cruiser responding to a report of fire at the man's home, had requested that all court records pertaining to the incident be purged.

Calloway County Circuit Judge Dennis Foust granted the request, but later allowed the sheriff's attorney to examine files as long as he didn't show them to anyone else.

Foust told the newspaper that the requests placed a mixed burden on judges. "It's a tough call because if a person is truly not guilty, I think we can all understand why it would be a great hardship to have those charges in the public record. But there are a lot of things which happen that may not result in convictions but it might be appropriate for the public to know about...when you have serious charges involving violent behavior."

The judge also said he has problems with the law because of his own feelings about maintaining the integrity of his office. "I can see where it would be a big nightmare for the media," he said. "It forces me to say nothing happened when I know something occurred. That goes against my grain."

Reporters, too, are beginning to grumble about the statute, which could sharply limit the flow of information now available to them from courts. It will also make it more difficult to track patterns of government misconduct, according to Jane Kirtley, executive director of the national Reporters Committee for Freedom of the Press.

For example, Kirtley noted, it would be difficult for journalists to check out claims that white motorists were more likely than blacks to be acquitted of traffic violations in a given jurisdiction.

The absence of records indicating whether defendants were acquitted or charges dropped would make it impossible to collect comparative data to track police and court activity, she said.

"It's sort of like 'Through the Looking Glass,'" she said, referring to the children's classic by Lewis Carroll. "Today it exists. Tomorrow it doesn't."

Boyd County Circuit Judge C. David Hagerman, a former prosecutor, said he sees some value to the law, although it leaves judges with little choice but to grant requests, regardless of misgivings they might have about doing so. Still, he said, "someone is presumed to be innocent and if they are acquitted, that presumption is supposed to still be there and follow them. But that doesn't make the case disappear out of records."

*"What if you hired  
a bookkeeper who [stole]  
from her former employer  
but the charge was  
dismissed when she  
made restitution.  
Would you want to  
know about that?"*

Representative Bowling said the law's origins lie in a letter he received from Jefferson County District Judge Paul Gold, in which he cited the frustrations of people who were the victims of malicious or false warrants and were unable to clear their names — even if they were acquitted or had the charges dropped.

"As far as I'm concerned, if you are acquitted, it never happened," said Bowling, adding that sealing the records "puts an end to false accusations."

Employers don't have the right to know by checking public records if an applicant has previous acquittals for murder or theft, Bowling said, adding that those who need to know negative information about applicants "should check references."

Gold said the old expungement procedure was flawed because it allowed many defendants found guilty of misdemeanors to have their records purged five years after conviction. Yet defendants who were found innocent or whose charges were dismissed could not get the records sealed.

Sources told The Courier Journal that the law is having a detrimental impact on employers who routinely use background checks to weed out undesirable applicants. Many employers want to know about any criminal charges in an applicant's past, even if they never resulted in convictions, said David Kelly of Hawk Investigations and Security, a Richmond-based firm that conducts thousands of pre-employment screenings each year for retailers and manufacturers.

"They are concerned about patterns of violence and want to look at the past. What if you hired a bookkeeper who [stole] from her former employer but the charge was dismissed when she made restitution. Would you want to know about that?"

Jennifer Chandler, a spokeswoman for the state's Administrative Office of the Courts, said it is not able to track how many motions to expunge have been filed since the law's debut. But the law will force the office to purge expunged cases from its comprehensive CourtNet criminal data base, she said. CourtNet's criminal history files are often added to open court files when a person is arrested.

## MOVING?

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## CAD software gets a Mass. workout

Boston eyes high-tech in-car system

The Boston Police Department will experiment with a computer-aided dispatch software program that allows officers to quickly pull up criminal histories, send and receive e-mail, and, most importantly, alerts others logged into the system when a colleague is about to respond to a potentially dangerous situation.

The pilot program will begin sometime before the end of the year, as Boston police officials look to the eventual replacement of about 300 older patrol-car computers, police spokesman James Fitzpatrick told The Boston Globe recently.

At least 50 Massachusetts police agencies are among about 250 departments in 38 states that have installed the software product called PacketCluster Patrol, which was developed about five years ago by Cerulean Technologies Inc. of Marlboro, Mass., said company spokeswoman Stephanie Smith.

Massachusetts law enforcement agencies have served as a kind of testing ground for the company, particularly the Acton Police Department, the first agency to begin using the PacketCluster Patrol software, Smith said. "It's the next best thing to body armor for a police officer," Acton police Det. Raymond Grey told The Globe.

The Michigan State Police is conducting a pilot program in which troopers will utilize the system to automate the issuance of speeding tickets. Recently installed paperless citation software is being used in Isabella and Monroe counties to speed the ticketing process by facilitating the work flow from the patrol car to State Police headquarters and the District Court that adjudicates cases.

Thomas Evans, chief assistant division director of the State Police, said the effort has reduced by nearly 30 percent the amount of time it takes an officer to process citations. "That translates to 2½ hours in every shift dedicated to paperwork," he said. "With the Paperless Citation project, we continue to effectively cut the time devoted to administrative work, [and] thus increase the available patrol time."

Isabella County Trial Court Judge William R. Rush has already termed the project a success, noting that administrative time used to enter data into court computers "is being cut dramatically. Errors in entering information are also being significantly reduced."

That time-savings realized by agencies using the software can be used to shore up other programs, such as community policing, Smith noted. "Officers have more time to be on patrol, so they're more active in the community, community-based policing is enhanced and therefore, community relations are improved," she said.

Among the software's capabilities:

• Scanning local, state and

criminal data bases to provide quick access to warrants, parole and probation status and other criminal-history data, as well as stolen-vehicle reports. The capability is described as crucial for police departments hoping to take advantage of the FBI's overhauled records program, NCIC-2000, which is scheduled to go on line in July 1999.

The Safe Stop feature, which is activated by pushing a single key, can greatly improve officer safety. The feature not only alerts the officers conducting records checks

From saving paperwork to saving time to saving officers' lives — and it meshes neatly with community-oriented policing, too.

about stolen vehicles or wanted criminals, it also sounds an audio alarm signal and displays information about the situation to every other patrol officer logged on to the system. In cases where the officer has left his vehicle, the information will continue to flash on the screen until the user acknowledges its receipt. Once alerted, dispatchers can quickly summon backup units to the scene, Smith told Law Enforcement News.

• Conferencing and real-time messaging, with encrypted communications capabilities, to allow officers to "talk" to supervisors, dispatchers and other officers without having to use radios. The capability allows sensitive communications to occur without tipping off eavesdroppers or police scanners.

"That's important if there's a domestic abuse call," Smith noted. "If there's information in the data base that an individual who lives at the address may be armed or that multiple calls for service have originated from that location — you can't really transmit that information over one of the radio waves because of police scanners and eavesdropping," Smith pointed out.

The wireless mobile information software, which can easily be interconnected and operated with an agency's existing software programs, costs just \$10,000 per car to install, Smith said.

The software is also highly adaptable, and can be configured to suit an agency's particular needs, she added. "When used in conjunction with a computer-aided dispatch or records-management software application, [police] can integrate that technology with PacketCluster Patrol to dispatch their patrol force to incident sites, an undercover operation, or whatever the particular situation might be."

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# A firsthand helping of hate

California police acquire the "Tools for Tolerance" via a graphic, emotional, yet practical look at racism & prejudice.

Thousands of California police officers will be visiting the Simon Wiesenthal Center in Los Angeles in the coming year for some firsthand lessons in hate, its often deadly consequences and its impact on law enforcement.

The learning experience is part of a program known as "Tools for Tolerance for Professionals," administered by the center's Museum of Tolerance, which in its three-year existence has provided a graphic, emotional, yet practical look at racism and prejudice for educators, government workers, health-care providers and other professionals who deal with the public.

But the program has a huge number of law enforcement participants — as many as 7,000 from 180 agencies last year — particularly since the California Legislature allocated \$2 million in funding to the museum to allow as many California peace officers as possible to experience it.

## Making the connection

Officials who were contacted by Law Enforcement News say the program has provided participants with a unique experience and valuable insights, especially at a time when the nation appears to be going through a period of polarized racial and ethnic relations. The course was designed to complement cultural diversity courses now taught in most of the state's 35 police academies, noted David Spisak, a senior law enforcement consultant at the California Commission on Peace Officer Standards and Training, which is administering the two-year grant.

"One of the reasons it's a useful adjunct to other training is that it's experientially based, and it's centered in the arena of personal development, so it gives the officers an opportunity to be very reflective in a personal way about their own values and try to make some projections about their role in society as law enforcement officers," Spisak said. "I must say that having sat through so many of the sessions that a majority of them make that connection."

It is hoped that participation in the program will improve relations between police and the increasingly diverse populations they serve, while helping to avoid repeats of ugly chapters in recent U.S. race relations such as the Rodney King beating and the riots that continue to erupt from time to time, often sparked by mistrust or violence between police and minorities.

## Powerful, brutal, graphic

Liebe Geft, director of Tools for Tolerance program, said the museum, with its high-tech, interactive — and often brutally graphic — exhibits provides "a powerful stimulus to



discussions on topics of bias, prejudice, racism, bigotry and discrimination."

The day-long course begins with an orientation session conducted by volunteer peace officers who previously completed the program and act as liaisons between the museum and law enforcement agencies.

During orientation, participants are challenged "to make connections between the historic presentations in the museums and situations they might encounter on the job," said Geft. "They're encouraged to hold a mirror to themselves, since the challenge of the museum is to confront our most closely held beliefs."

## Inside neo-Nazism

Participants spend three hours touring the Wiesenthal center and listen to presentations by Holocaust survivors and by a former neo-Nazi recruiter who clues them in on the tactics of hate groups. They also visit the center's Museum of Tolerance, which Geft said focuses on "more contemporary issues in the United States — the civil rights movement, the Los Angeles riots, the subtle use of slurs and jokes, as well as videos on more recent examples of genocide" that have occurred in Cambodia, Rwanda and Bosnia-Herzegovina.

Afterward, the officers are debriefed about the museum experience, at which time they discuss "what impacted each on a personal and

private level," their own personal insights and experiences in incidents involving people of other cultures and belief and "examples of tolerance or intolerance in their work," Geft said.

They also attend a workshop on cultural diversity, which offers ways to develop tolerance and a detailed look at hate crimes. That session is followed up with facilitated small-group discussions where, Geft said, participants are encouraged "in a completely non-judgmental environment to candidly and openly share their opinions, identify issues they confront, and discuss ways they can be more effectively addressed."

The program is free, and is "wholly

inclusive" — open to both sworn and non-sworn police employees who have heavy contact with the public, Geft added.

## Hard to quantify, but...

Santa Monica police Sgt. Michael Kortrite said the program resulted in some "very positive changes" in his department, which was the first in the state to participate. Although the success of the program is difficult to quantify, he said "it's obvious to us it's made a difference" based on analyses of citizens complaints by members of ethnic groups as well as attitudinal surveys given to officers before and after the museum visit.

Kortrite, who acted as a law enforcement consultant to the museum when it launched Tools for Tolerance, said his first visit to the facility gave him the idea it could be an effective vehicle for cultural diversity training.

The sergeant was teaching a cultural-awareness program at the time, and said he was looking for an innovative tool that would capture the imagination of recruits. "Law enforcement training is somewhat repetitive, very conservative, and often, not very creative or innovative. This struck me as something that would really get people's attention, that would pique their interest."

The Santa Monica Police Department eventually incorporated Tools for Tolerance into its 16-hour cultural-awareness course. "We found it was a real icebreaker that got people talking about different topics related to the subject of intolerance. It was a very moving experience, with a lot of tears and people getting choked up. And people wanted to talk about that experience."

Now, just about "anybody we hire will eventually end up going through the Tools for Tolerance program," Kortrite said, adding that up about 500 agency employees have done so.

## Cracking a hard shell

The program is not mandated by POST, although the commission strongly advises law enforcement agencies to make Tools for Tolerance available to their employees. Many do, adding it as a component to both recruit and in-service training.

Spisak sees evidence of the program's effectiveness in the comments of hardened police veterans.

"Hard-core officers often don't feel comfortable in small-group settings sharing their personal feelings, but they'll communicate with us later," he said. "One that comes to mind is an officer from the LAPD who said in a e-mail to the museum that he couldn't express his views in the group with other LAPD officers, but he wanted the museum staff to know that he came to the experience as a police officer and left as a human being. Those are the kinds of connections we feel really good about."

[For information about the program, contact David Spisak at POST at 910-227-3912. E-mail: dspisak@post.ca.gov.]

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*"We refuse to accept archaic styles of leadership, to rely on untested traditional police methods, and tolerate the unwillingness of many police leaders to speak out openly on the complexities of crime and other police issues."*

*That statement, issued in 1977, was how a group of 10 pioneering police chiefs announced the creation of the Police Executive Research Forum. "American citizens deserve more enlightened and productive crime control and other police services than they now receive," they continued.*

*At the time, such statements were little short of revolutionary in the police world. And, perhaps predictably, the fledgling organization of big-city police chiefs immediately came under criticism for "elitism" for requiring its members to have college degrees — a criticism that to this day occasionally dogs the organization. Still, some 20 years later PERF has grown not only in size, with 800 members from both large and mid-sized cities, but in stature as well, helping to shape policy on the Federal level as well as locally.*

*According to Chuck Wexler, PERF's third executive director, the forum is as vocal as ever when it comes to taking on controversial issues that might scare off other police groups. He cites PERF's stand on the ineffectiveness of gun buy-back programs, its opposition to the police officers' bill of rights and its support of the Brady Bill as examples of the group's ability and willingness to take on tough issues. In this issue of Law Enforcement News, PERF takes a stand on an issue that is rocking the law enforcement community nationwide, namely the year-old Federal law that prohibits anyone with domestic violence convictions, including police, from possessing a firearm. Says Wexler, "We exist to take on the difficult issues...to push the envelope."*

*But the forum is more than just a soapbox for tuckling issues, tough or otherwise. Another key element of the PERF mandate is the development of police leadership, and in that vein Wexler believes that one of the challenges facing the future of American policing is keeping its one-day movers and shakers in the profession. "I worry that our field is pushing out some the best and brightest," he opines, "because they're not willing to put in 10, 15 or 20 years to become a police executive when out in the job marketplace they see their friends moving up more quickly."*

*Wexler, who has been PERF's executive director for more than four years, received a master's degree in criminology from Florida State University in 1975 and a Ph.D. in urban studies and planning from the Massachusetts Institute of Technology in 1984. His career in policing dates to 1974 with the Boston Police Department, where he held a variety of senior-level administrative posts. He left in 1986 to head the professional development division at the International Association of Chiefs of Police. From there it was on to the White House in 1989, to become the assistant to the country's first "drug czar." After working on the "Drugs in the Workplace" project for the President's Drug Advisory Council, he went on to work with the Partnership for a Drug-Free America.*

*How does his current job compare with others he's held? One has to read between the lines to a certain extent, but Wexler proclaims it "an honor and a privilege to work with some of the most dedicated, hard-working police chiefs in the country...taking on tough issues...and then keeping PERF on the cutting edge of research and linking practical work with policy."*



A LEN interview with

## Chuck Wexler, Executive Director of the Police Executive Research Forum

**"I see the importance of PERF as pushing forward a vision of humane, progressive policing in this country."**

**LAW ENFORCEMENT NEWS:** PERF celebrated its 20th anniversary this past May. What would you identify as the organization's most significant contributions to the policing community over those 20 years?

**WEXLER:** I think there would certainly be a lot of contributions over that period. When the organization was created back in the mid-70's, it was 10 police executives from the nation's largest cities who met informally to discuss common policing concerns. The sense at that meeting was that the field needed some group that would meet on a regular basis, that wasn't afraid to explore tough issues, and that would help to develop a kind of professional body of knowledge that would push the policing business ahead. The feeling was that in many ways policing lacked a cutting edge, a willingness to stand up and take on difficult and contentious issues. So in 1977 the organization came together and was founded around four significant goals: to improve the delivery of police services and crime control nationwide, to encourage debate of police and criminal justice issues; to implement and promote the use of law enforcement research, and finally, to provide national leadership and technical assistance to departments around the country. The principles that went with those goals were the principles in the United States Constitution and of the foundations of policing: that there should be the highest standards of ethics and integrity in policing, that research, experimentation and exchange of ideas were important and needed to be debated in the public forum, that the police needed to be held accountable, and that the police needed to work to encourage better policing in our community. That was the vision of those 10 executives.

If you look at where we are today and where we've gone, it's a good story of individuals, and

there's been a lot of them, who in the final analysis have simply wanted to take on tough issues to make a difference in the field of policing. Whether that means standing up on gun issues, for example, or standing up on the kind of issues that police have been reluctant to talk about it, that's where I think the legacy of PERF really lies, not being afraid to deviate and discuss and take on those issues.

So we went from an organization that had those 10 chiefs, basically funded through support from the Ford Foundation, to an organization that now has over 800 members, a third of whom are general members — individuals from agencies of 50,000 or more population, and 100 or more sworn personnel. All members of PERF must have a college degree. PERF was the first organization that really put itself on the line in that regard, and it has held to that standard for over 20 years. It occasionally gets us a little bit of heat as far as a perception that we are a bit elitist, in terms of creating standards that say that police chiefs, individuals who lead agencies, should have a good grounding in education, and you can't be a CEO if you don't have that.

So in this roundabout answer to your question, I think the major accomplishments have been in leadership and pushing forward the next generation of police leaders, in the significant cutting-edge research we have done, and in providing technical assistance to police agencies around the country.

**LEN:** PERF's founding fathers made no secret of wanting larger police departments to have a bigger voice in public safety issues. Is this still one of the underpinnings of the organization?

**WEXLER:** Absolutely. As you know, there are about 18,000 police agencies and departments, and



***"We need to be careful that we don't trivialize this quality-of-life business and simply turn police officers into automatons, where we let them loose and they simply are arresting and charging into neighborhoods for all they're worth."***

the majority of chiefs are from departments of 10 or less. So the popular belief is that most policing is urban areas, and that's not the case. The field is dominated by smaller jurisdictions, so when PERF was created, there was a real sense that there needed to be an organization that addressed urban issues, medium- to large-city issues. We don't pretend to represent all views of policing. Our focus is on tough, inner-city, medium- to large-city issues.

**LEN:** Have the membership requirements changed over time? For example, the college-degree requirement has always been there, but has the city size or agency size always been fixed?

**WEXLER:** There are three different categories of membership — general, sustaining and subscribing. The general members are chief executives from agencies of 100,000 population or more. About seven or eight years ago, there was a sense of needing to expand that membership to include chief executives from agencies of 50,000 population or more. So that was the only change, going from 100,000 population to 50,000.

## Exciting times

**LEN:** For the 10 years or more that community policing has been playing a leading role in American law enforcement, PERF has been a consistent champion of this philosophy and practice. What do you see as the status of community policing in the country, and how do you think it's evolving based on your membership?

**WEXLER:** You know, this is a real exciting time in American policing and in policing around the world, because in many ways this concept has been an idea in good currency for the last 10 or 20 years. It goes back to the San Diego community profile experiment, which was done almost 20 years ago. It goes back to the Harvard executive sessions. It goes back to team policing. It goes way back to Sir Robert Peel, for that matter. But what makes this such an exciting time is that for years and years, people would talk about this in the context of a philosophy, that this is the direction in which policing should go, this is where we should be putting our attention. In many ways, we have followed the professional model of policing for the better part of 20 years, which, while we were talking about some sort of version of community policing, we were talking about faster responses to calls, better management of calls, better investigative tools, better technology, and reform meant better screening and recruitment, all of that kind of stuff. So all of that was in the context of the professional model of policing. The reason it's so exciting to be where we are now — as you know, community policing has two critical elements. One is community engagement and the second is problem-solving. Well, for 20 years Herman Goldstein at the University of Wisconsin has been talking about problem-solving. I mean, it's almost a mantra that the business of policing is problem-solving. And all of that work — the San Diego community profile, team policing, the executive sessions at Harvard, the work of countless organizations — have led up to this point in time where suddenly the country is knee-deep in community policing, both at a local level and at a national level.

I think that that presents both a challenge and an opportunity. The challenges are in staying true to the vision of what this means, to seeing it implemented in terms of changing our systems and incorporating it in a significant and substantive way, not simply at a very ephemeral, superficial level. I think that any time that you try to take something as large and dynamic as this concept and implement it around the country, you're going to get variations in its effectiveness. So that's the challenge. The opportunity, though, is that there is room, with decreasing crime rates, to really expand upon it and extrapolate upon it. God forbid we were in a time period when crime was accelerating nationally, people would say, "Aha! Community policing isn't working." In our experience, usually when you try something and it fails, people will conclude that if crime went up, therefore something doesn't work. So, basically we have before us a great opportunity now at the local and national levels to see the things we've been talking about for the past 20 years really come to fruition.

**LEN:** The nation is only recently rebounding from some of the highest crime rates in our history — 1991 comes quickly to mind. One could argue that community policing was around then, and yet the crime rate was skyrocketing. If you're just saying that it's good that crime rates are going down because now community policing can be expanded, then how did it ever expand in the first place as crime was soaring?

**WEXLER:** Well, let's talk about the crime rate increasing and where the crime rate is today, because I think that's one of the most fascinating things we're dealing with right now. I was privileged to work in the drug czar's office back in the late 80s,

and so I saw the impact that crack-cocaine in particular — and drugs in general — was having on cities around the country. Cities' homicide rates exploded; they doubled and tripled. In city after city, there was this unprecedented wave of violence, and in many cases cities simply were not prepared for drugs, gangs and guns in combination with one another. So with homicide, which tends over time to be a fairly similar number, you saw Washington, D.C., for example, which went from PCP to cocaine and crack-cocaine, go from 150 homicides a year to 450 homicides a year. City after city after major city experienced this, with few exceptions. So in many ways police departments, with all of their strategies, really had more challenges to keep up with the pace of those crimes. Prison capacity was not keeping up with demand. In city after city, you would ride through and see drug dealing on the streets. Cities weren't prepared for that. They weren't prepared for young kids killing other kids. That's a relatively new phenomenon of the past 10 years.

As you point out, at the same time as homicides were increasing, the beginnings of community policing were being implemented and experimented with. Now, in the policing business it takes years to implement an idea and make it work and then to follow through with changes in police chiefs and so forth. And on top of that, I think we were experimenting with different strategies. We learned from that; we learned that cities need to respond differently. So I think today we are much better at using our resources strategically: using crime analysis information, as they did in New York City, with Compstat as a management tool. Or the Boston gun project that David Kennedy was involved in, using the whole criminal justice system to focus on things. Or in San Diego, where problem-solving is being implemented on a citywide basis.

So we are seeing the culmination of a lot of people's efforts today in terms of community policing. There's the community. There's been a dramatic increase in the community's involvement at the grassroots level in taking back the streets and becoming actively engaged. There are thousands and thousands of community groups working with the police. That used to be lip service.

***"It would be a mistake to credit the police alone, or anyone alone for these [crime-rate] changes. On the other hand, it's really not fair to say these changes are simply demographic. There's too many other things going on."***

Today those groups are actively partnering with police departments. So yes, community policing came in at a time of increased and difficult — even unprecedented — crime and violence, but it's also stayed the course, and it's also the most promising in terms of stabilizing a neighborhood and getting at the tipping factor that people talk about in terms of taking the neighborhood back. It's commonplace and a truism to say that the police can't do it themselves, but the reality is that in a lot of ways, without active economic and community involvement, the neighborhoods won't sustain that change.

## Credit where credit is due

**LEN:** So you're saying, in essence, that there's a host of reasons why you think crime has gone down?

**WEXLER:** Crime is a very complicated business, and why crime occurs in one neighborhood and doesn't occur in another neighborhood can be completely different issues. What's going on today that's different, in terms of why crime is up in some areas and down in others, you have to look at a whole bunch of factors. No. 1, I think the police are much more strategically involved with the community in ways that are unprecedented. Second, there's 100,000 — actually, about 60,000 — more cops than there were. That's got to be having an impact. No. 3, the prison population has dramatically increased. We're at three times what we were back in the 1980s. People may say that doesn't make a difference, but if you go talk to chiefs in Texas, they will tell you that it has. Whether people agree with it or not, we are incarcerating people at a higher rate than ever, they are in prison longer, and in many cases we have done away with parole. In two places that I know of, Boston and Minneapolis, we are involving probation officers in a new way to control the thing.

But the economies have changed, and the crack market has changed in some cities. We have seen the first round of cities hit hard by crack, and those cities have spent a lot of energy fighting it. We're now seeing a second group of cities being hit by crack. Cities get saturated with the drug business and gang involvement,

like we saw. In some cities the police can make a difference; they can send out a message that they won't tolerate this — and it has had an impact. So I think there's a multitude of reasons, and it would be a mistake to credit the police alone, or anyone alone for these changes. On the other hand, I think it's really not fair to say these changes are simply demographic. There's too many other things going on simultaneously to reduce it to that.

**LEN:** A growing number of police chiefs attribute crime-rate declines in their jurisdictions to departmental policies and practices. Isn't that a dangerous position for chiefs to take?

**WEXLER:** The exciting thing about the times we're in now is the sense that we can make a difference — we being the police, the community, the correctional community, parents, everyone. It doesn't simply have to happen. For a long time, people in the police business would say, "No matter what we do, it doesn't seem to make a difference." The Kansas City Preventive Patrol Study, all of that early police research, led people to believe that it doesn't make any difference how fast you get to a call, that there were other more important factors. The Kansas City study and others were good insights, but sometimes we're left with an empty feeling of how can we make a difference?

If you look at what's going on now in a number of cities, such as Boston, New York, Charlotte, Buffalo or San Diego, they've tried different strategies and evaluated them, and they've had an impact. And when they haven't had an impact, they've disregarded them. Boston offers a very good example, where the community came together with the police and the whole criminal justice system. People say that the criminal justice system doesn't work. Well, it wasn't meant to actually work as a system. It wasn't meant to be this assembly-line justice. The fact that we have a due-process model, by its very nature, means that there's a lot of obstacles to the system. But what we learned in Boston, and what we're learning in Minneapolis and other cities now, is that when the system does decide to ratchet something up, making something a priority and sitting down with everyone to

hammer away at what they're going to do, they can make a difference. So I think the police feel more empowered today than they have in the past in terms of making a difference under certain circumstances. Problem-solving has been a real insight into this whole business, a sense that rather than simply responding to call after call after call, think about how we can disaggregate the data. Look at the crime analysis stuff they're doing in Chicago; it's absolutely state of the art, when you think of the technology and the information that will be available to the police offer riding up to a call. He'll be able to know that address, whether it's domestic violence, the incidents that occurred at that residence. All sorts of information will be available to the cop on the street, and that says a lot about what we can do. Granted, we should never make the mistake of thinking technology is going to get us out of this basic human element we're in. But I think that while there is a danger of the police saying we can make a difference, there's also a great opportunity.

## Under the umbrella

**LEN:** A number of cities across the country are emphasizing crackdowns on quality-of-life crime — zero-tolerance, as some police like to call it. How does this fit under the umbrella of community policing, assuming it does?

**WEXLER:** There's a lot of room for different strategies in different places for making a difference. I think that we need to be careful that we don't trivialize this quality-of-life business and simply turn police officers into automatons, where we let them loose and they simply are arresting and charging into neighborhoods for all they're worth. That's certainly not the vision of anyone that I've been associated with. Where it makes sense as a strategy is within the community policing model — for example, taking back the New York City subways. How do you restore confidence in a system where there hadn't been confidence? How do you build a capacity within the subway system commuters to take on this whole issue themselves, since there will never be

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# LEN interview: PERF's Chuck Wexler

Continued from Page 9

enough police to totally protect it. They said, for example, that they're not going to tolerate people jumping over the turnstiles, because those same people who jump over the turnstiles inevitably would be the same ones who would terrorize people on the subways. It meant we're not going to allow fare-beating anymore, or we're not going to allow people to panhandle in the subways, all of those things that impact on how people feel about their environment. That's really important, and it's different, I think, from simply letting people loose in the neighborhood while your talking the game of community policing, and simply pulling everybody over and searching everybody. In some communities I'm familiar with, that has really had a negative impact.

At the same time, there are certain areas where the violence is so out of proportion that you need to do something, and doing it with the community, I might add: "Here's what we're concerned about. There's too many guns, and there's a lot of shooting that's been going on at these locations. Here's the crime analysis, and here's why we're doing this." Really explain it to the community; sit down with them and get their support about the need to do different strategies. Tell them that some of this may involve stopping cars that we have reason to believe are in an area to cause harm. It has to be done within a community policing and problem-solving model, hand-in-hand with a community that says we are going to focus on restoring some sense of a neighborhood helping.

**LEN:** Is the sophisticated technology and abundance of information something that the average street officer can handle?

**WEXLER:** This is all very sophisticated. It requires a certain level of knowledge of how computers work. It requires that information be entered correctly. It requires the time to use it. But what really hit me when I saw this demonstrated in Chicago is that this impacts on how we recruit officers. When recruiting officers 30 years ago, being a good cop meant certain things. I meant you were sharp, you were smart, you could handle yourself. But when I see the level of sophistication involved in our business now — problem-solving, analyzing crime, using crime-analysis data — it says to me that standards for recruitment and hiring have to be very high, that the field is changing so much we need to have the best and the brightest. In many ways it's a real challenge because the field has taken a beating over the past 10 or 15 years with some sensational cases, which I think have turned people off to wanting to be police. We're competing with the private sector for the best and the brightest, and I worry

believe in. Stating that was the first step, and I am personally committed to doing some interesting things in the future to put those things into action.

**LEN:** Can it be presumed that that would not include scrutinizing the hiring and promotion policies of member agencies to see if they are in sync with the PERF policy statement?

**WEXLER:** Well, we are an organization made up of individuals, many of whom are chief executives of their organizations, so we would certainly be looking to them to promote these policies within their departments. Certainly within our organization we would want to promote these policies as well. But the challenge is staying true to these values and pushing them to the next level, and also encouraging fairness within departments. One of the areas that we're concerned about is the whole business of affirmative action and hiring and promotion. Departments are facing some real challenges in those areas as far as balancing the need for diversity with the need for fairness, and not wanting to discourage people from being hired or discourage those who are already working from opportunities within those agencies. That's a tremendous challenge because departments, either through consent decrees or through wanting to do the right thing to make their command staff or their department diverse, are taking steps that in some cases are not easy to implement.

## Not too hot to handle

**LEN:** We've spoken with some people who feel that PERF is not as active as it used to be in taking stands on issues. . . .

**WEXLER:** Not at all. Look at our research agenda, and the kinds of things we're doing. We're involved in some 60 or 70 different projects around the country. Talk about taking on the tough issues. We've got one project in which we're looking at abortion clinic violence, where we're bringing together people from both the pro-life movement and the clinics. When this first came to us, we said, "This is a hot one! We don't want to touch this." But then, what do we exist for? We exist to take on the difficult issues. We exist to push the envelope. So that's an ongoing national project, funded by a foundation, on which we hope to provide some insight. We took a position on this business of gun buybacks. The research basically says these programs aren't really very effective; they aren't very good. We went to three or four very progressive, very liberal foundations to get their support for putting this out, and they told us in very clear

law. Basically, it takes police chiefs off the hook, and it puts in a whole bunch of administrative speed bumps that make accountability very difficult. It says that you can't investigate anonymous information; you have to have a signed statement. Well, heck, think about the New York City Police Department, and how it would deal with corruption issues if everything they investigated had to be a signed statement. So there's all sorts of things in there. While we certainly would agree that we need to protect the rights of all individuals in police departments, and chiefs need to be held accountable, this isn't about that. This isn't a bill that's good for the community. It isn't good public policy. We agree in terms of being concerned about police officers' rights, but at the same time we're equally concerned about accountability and integrity in police agencies.

## Disarming legislation

**LEN:** In that vein, a Federal law was passed last fall that bars anyone with a misdemeanor domestic-violence conviction from possessing a firearm. A number of police organizations have filed suit to block this law. What is your sense of PERF members' feelings about the law?

**WEXLER:** If you recall, PERF was the first police research association to call for the arrest of domestic-violence offenders in certain circumstances, and over the past 20 years, we've continued that commitment. We give a high priority to the whole issue of domestic violence, and we're doing a lot of work in that area. We do not support a law enforcement exemption from the domestic-violence gun ban. We think the intent of the ban is laudable, but we're also concerned about some of its unintended consequences. We're looking to work with Congress to address the needs of the police, the military and others whose jobs require the possession of a firearm. Still, we're not in favor of the exemption for law enforcement officials. I think that's very important.

**LEN:** The police organizations that are fighting the ban in court for the most part are hanging it on the fact that this legislation was not grandfathered in, in that someone with this kind of a thing on their record that goes back 15 or 20 years is now going to be penalized. Is that where your reservations lie?

**WEXLER:** They need to take a second look at the retroactive aspect of that, at least from a fairness standpoint. I don't think that was the intent of those who crafted the legislation, and I think there's some unintended consequences, which some of our members have real concerns about. If it was something that happened 20 years ago and the person didn't contest the misdemeanor part of it, they might have, had they known. So it's more complicated there. Certainly we must get the message out that we won't tolerate domestic violence, we don't accept it in any form, but we do need to kind of take a second look at the unintended consequences.

**LEN:** This law seems to affect rank-and-file officers far more than it affects chiefs, yet there have been domestic-violence cases in which the offender is a police chief. What does a person do when the abuser is the chief? Whom do they call?

**WEXLER:** Believe me, chiefs need to be held to the same standard, if not a higher one. In every city it's going to be different, but there are certainly oversight authorities, whether it's the mayor's office, the board of police commissioners, or what have you. There's an entity that citizens can and should call and talk to. I could say certainly, call the police department and have them look at it, but I think the reality is if you had a situation like that, you would want to bring it to the attention of individuals in oversight capacity.

## The leaders of tomorrow

**LEN:** You said earlier that part of PERF's role was to develop good police leadership. In an interview published earlier this year, Herman Goldstein observed that one of the biggest obstacles to continued police professionalism is that enlightened, committed police leaders will burn out and be replaced in leadership positions by people who take a much more simplistic approach and are willing to satisfy political pressures, achieving short-term gains but incurring long-term losses. Your reaction?

**WEXLER:** It's great food for thought. It's something I think about as much as anything, how we bring on the next generation of police leaders. You'll recall that going back to the early days of LEAA and the support of organizations like the Police Foundation, there was this real renaissance in policing to encourage a lot of executive development programs, and to push people forward in an unprecedented way. That has happened, and

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“We do not support a law enforcement exemption from the domestic-violence gun ban. We think the intent of the ban is laudable, but we're also concerned about some of its unintended consequences.”

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a lot about how we can get those really talented people who can do the difficult analytical work as well as handle themselves in difficult street conditions. So our recruitment has to be different. We have to be looking for the problem-solvers as opposed to those who are looking for action on the street.

## R-E-S-P-E-C-T

**LEN:** At PERF's last annual meeting, members adopted a policy statement titled "Police, Prejudice and Respect for Diversity: Principles for Decision Makers." What prompted this?

**WEXLER:** Many of our members recognize that race has been, is and will continue to be of paramount importance to how we police and how we deal with the community. There have been a number of sensational cases over the past 10 years that, in all candor, have not painted the police in a very positive light, and there have been a number of disturbances in cities around the country that have put the police and primarily the minority community head on. I think it was important for us to restate our position in terms of race, gender and so forth, in very clear, unambiguous terms: that we are committed to the values of our Constitution and the values of equal justice and of treating minorities fairly and equitably, that that needed to be stated, and that we need to do more to promote that. There are tremendous challenges today involving issues such as affirmative action, hiring, recruitment and promotion that the police are frequently knee-deep in, and we needed to be visionaries on this. We needed to stay focused. We needed to push hard, even when the times push us in a different direction. This is our value; this is what we

terms that this didn't really fit with their agenda. They didn't like what this was saying, because people really want to believe that a program like gun-buyback is good, and that our research could be misused by others. I said the heck with it, we'll publish it ourselves. I don't even care if it's a best seller because this needs to get out to the field. Our challenge is to constantly realize that the reason we exist is to make a difference, is to push the envelope.

I stand on the shoulders of my predecessors, Gary Hayes and Darrel Stephens, who did a lot to bring the organization through some very difficult periods, constantly encouraging that debate and discussion in the field and taking on hard issues as they came up. With the Brady decision, we had 19 police chiefs in eight states ready to stand up and say that they would continue to do the background investigations. We just put something in our newsletter on the whole police officer's bill of rights. We had a chief who was supporting it. I looked at that and I thought, you know, that's not our position, but we're going to print that anyway. We're going to put that in, because we want to encourage debate on this. Sure enough, we got phone calls from all people saying, "Hey, what are you doing?" I said this is someone's position; we've got to print it, and in the next edition we'll print a counter position. That's what we're about. We're not about simply making people feel good; we're about taking on the tough issues even when they make us a little bit unpopular.

**LEN:** In a nutshell, what's the basis of PERF's opposition to the police officer's bill of rights?

**WEXLER:** We think it's bad policy; we think it would be a bad



"I see a lot of opportunities for developing leadership in American policing, taking tough stands and encouraging debate, and really pushing ourselves harder and faster than we might like, but ultimately to make a difference in our communities and to promote progressive, thoughtful, tough policing."

these people are now the chiefs of these cities. Some of them have already retired. So I really feel very strongly that one of our missions here at PERF is developing the next generation of iconoclastic, progressive, hard-charging chiefs in this country and in others.

I think what Herman is getting at is that if we don't constantly push ourselves to recruit and challenge and develop those leaders to be the questioning, charging, iconoclastic individuals, we do risk moving way back into what policing was when the job of police chief was basically a police officer with 30 years experience. Our challenge should be identifying those people and in many ways to take them out of the police environment and expose them to the world of foundations, to the private sector, to the challenges of leadership in this country. And it is very important to develop leadership that is very diverse, encouraging aspiring minorities, women and so forth to take on those challenges. I worry that our field is pushing out some of the best and brightest because they're not willing to put in 10, 15 or 20 years to become a police executive when out in the job marketplace they see their friends moving up more quickly. What Herman seems to be getting at is the challenge of leadership: that this business that we're in constantly requires pushing people outside the box, pushing them in ways that they're not accustomed to. That has generated the group of police leaders that we have here today. This is something that PERF is actively working on, to develop those kinds of opportunities and challenges that push people in new directions.

LEN: It would be a shame to lose those officers who are lieutenants, captains and above, who have been working in

## Police, Prejudice and Respect for Diversity: Principles for Decision Makers

(Excerpted from the model policy statement adopted by the Police Executive Research Forum, April 22, 1997.)

### Values

¶ We believe in the dignity and rights of all people. Recognizing and respecting the . . . diversities of our communities — and working positively with those communities — is both our duty and essential to effective policing.

¶ We believe in humane and fair policing, and in maintaining the highest ethical standards.

¶ We believe the utmost vigilance is needed within our membership to respect the law and ensure equal treatment under the law. We condemn and will not tolerate any act that violates constitutional protection, the law enforcement code of ethics, or basic human rights.

### Guidelines

[P]olice officers must demonstrate unbiased behavior not only in carrying out their duties, but in their own workplace.... All law enforcement agencies shall therefore:

1. **Seek continual improvement** in their working relationship with and sensitivity towards all minority communities, and among all sworn and civilian employees of different backgrounds.

2. **Rededicate ourselves to recruit** the best men and women our nation has to offer, including those in minority and disenfranchised communities.

3. **Screen applicants thoroughly and fairly** to select those who represent the highest professional standards, and who will be able to enforce the law with justice and compassion.

4. **Reinforce among officers deep respect** for, and accountability to, the U.S. Constitution and its ideals.

5. **Identify, recognize and encourage others to emulate** outstanding officers who exemplify the highest standards of conduct and service. Acknowledge efforts to develop community partnerships. . . compatible with effective law enforcement.

6. **Improve supervisory, counseling and disciplinary systems** to reduce police misconduct.

7. **Identify and seek to assist** — but ultimately hold accountable — those in our ranks who do not conduct themselves according to the principles we embrace.

8. **Investigate all crimes provoked by hate** as serious crimes, appreciating that an attack on an individual is an assault against the entire group to which he or she belongs.

policing at a time of such sweeping change. They're the ones who have more of a firsthand familiarity with the new ideas and approaches....

WEXLER: It's a fascinating issue, because I see this with our executive program, our Senior Management Institute for Police. Five or 10 years ago, our case studies there involved examples of community policing, so the aspiring chiefs — they would be assistant chiefs, captains and so forth — they'd read that and they'd comment. Today when they go through this, they are challenging the faculty: "Okay, I understand this community policing business, but what's on the horizon? What's next? What's the next vision?" And the faculty are pushed to chart what their next vision is, but they're also putting it back on the class because there's a sense of, well, we're doing community policing, what *should* we be doing, what's the next level, what's the vision for where policing is going? People are unprepared for that question because we're knee-deep in community policing, and we fought so hard for 20 years to get here. What the faculty and the students together are saying is, we need to make the vision that we've worked for really happen, really walk the talk, because it would be a mistake to assume that everyone is doing community policing in this country and that it has in fact taken hold. The reality, which we hear or we tell ourselves, is that while we're great at talking about this concept, the reality is that in many departments, you get into a police car and you ride, and they're going from call to call to call. They're not finding the time to do problem-solving. They have not assimilated the department into a whole community-policing model. It's all specialized people who do it, and other people answer calls. And I gotta tell you, that worries me — because there's a real mismatch between the talk at one level and the reality at another level.

## Works well with others

LEN: Have you noticed changes over time in the relationship between police chiefs and their mayors, city managers or county executives?

WEXLER: It's probably part of a broader question of how police chiefs manage in an incredibly difficult arena of mayors, city managers, unions, community groups, the media and so forth. In many ways that's a whole bunch of competing interests, and I think it's harder and harder every day for the visionary, iconoclastic police chief to survive. It's impossible to make the kind of major changes you can in police departments without the support of the rank and file. It's very difficult, and in many cases the visionary, iconoclastic police chief takes on some of those unions and some of those issues and finds himself or herself fighting that battle. Equally so with the community. In many cases the police chief finds himself or herself taking on issues with the community. Those are two important constituencies. Then you add in city managers or mayors who have their own agenda, and, along with the media, that makes for a combustible mixture. I think it's difficult, but there are a lot of good examples of where chiefs have learned over time to deal with those competing interests. You know, one way that police chiefs lose their jobs is by totally alienating the rank and file. Another way is that they totally alienate the community. A third way is in which they get both the support of both the rank and file and the community, and for some reason you have a mayor or city manager who's threatened by that. Police chiefs in this country need to lead, but they also need to be sensitive to changing agendas of new mayors and city managers that come in. What's problematic is that is take three to five years for reform, and when you have a mayor or city manager who comes in and changes that, it make the chief's job more difficult.

LEN: What do you then see as the major challenges facing policing in the next decade or so?

WEXLER: I think we will be much more strategic with how we use our resources, taking community policing and crime analysis and leadership and integrating them into new models. For example, if you took what they're doing in Chicago with crime-analysis information, then you took what they're doing in San Diego with problem-solving, and then you took the Compstat model in New York, you have three different aspects of where I think the future of policing is going. Simply sitting on the community-policing model by itself is dangerous. We need to ratchet it up and use the technology, use the problem-solving, but always remember that the community part of this is the irreducible variable that must constantly be challenged.

As far as where the future of policing is going, it is in terms of a recognition that community policing has been a matter of us

getting other city services to do their job. Somehow that's going to get ratcheted up so that instead of simply community policing, you're going to have community government. The police department becomes much more visionary and strategic about the future, and everyone worries about the demographic change that's going to happen, as we should be. There's also a sense that we can do something, and a sense that in many ways, the police department understands prevention and is committed to community-building, understands that those things fundamentally are what will impact on crime. It's that police department that is really going to succeed. The prevention need not be like the contemporary view of it. It can be something like getting the message out to gang members that these are the consequences if you engage in violence. It can be something very tough and very meaningful. That, fundamentally, is why we're here, to prevent crime — not after it's occurred, although we will do that, but rather to work with communities to build a capacity for sustained change and growth, and take back areas that have been lost.

## The road ahead

LEN: Where do you see PERF going as an organization?

WEXLER: I feel very optimistic about where we as an organization are today. We have a number of active projects, some very exciting things that we're doing. There's a whole literature in England about revictimization, so we have a study with a National Institute of Justice group where we're taking three cities — Baltimore, San Diego and Dallas — and looking at residential burglaries and trying to impact on that. We have a major project on process mapping with eight cities, looking at core process redesign in police agencies, and we've mapped the investigative function. We borrowed this tool from the private sector.

What we're basically doing is trying to develop new models of doing things. Police departments are notoriously challenged to do this because of dealing with crime on an everyday basis. They can't stand back and say, "Does this really make sense?" They can't look at the whole systematic approach from when a call comes. So we're doing that, and we're excited about the prospects there.

I see a lot of opportunities for developing leadership in American policing, taking tough stands and encouraging debate, and really pushing ourselves harder and faster than we might like, but ultimately to make a difference in our communities and to promote progressive, thoughtful, tough policing. Fundamentally, I see the importance of PERF to the American policing community as pushing forward a vision of humane, progressive policing in this country.

LEN: You've been on the job at PERF for more than four years. Can you identify the most rewarding part of the job thus far?

WEXLER: One, it's been an honor and a privilege to work with some of the most dedicated, hard-working police chiefs in the country, and with a staff that is equally enthusiastic, hard-working and committed. And with that, I think, comes an enormous responsibility to take on the issues that many police chiefs face daily. I feel it's our responsibility to help support what they're doing every day. If that means taking on tough issues out front, then that's where we're going and that's what I feel most proud to do, and then keeping PERF on the cutting edge of research and linking practical work with policy.

Secondly, and more recent, I would point to our work in Minneapolis. That's been a great case study. The Governor of Minnesota and the Mayor of Minneapolis needed to come together on a crime strategy, and Honeywell Corporation got involved, and they selected PERF to help deal with homicides that had doubled from 50 to 100 over the past two years. It's been a great opportunity to work with state and local and corporate leaders. For the past six months on a biweekly basis I've been going to Minnesota, and for someone who has spent a lot of time thinking about the quote-unquote big picture, where we're going as an organization, and so forth, I think it's really important to work in a community and take some of the best stuff that we've been doing in terms of problem-solving and research and try to actually make something happen.

The credit goes to the folks there in Minnesota who have come together in a very exciting way to really turn that problem around. The insight for me was something that I heard both Herman Goldstein and James Q. Wilson reflect upon, and that is that the system, with all its faults and all its shortcomings, can be made to work when people are focused and committed. And over the past 20 years PERF has taken a real leadership role within the criminal justice system in helping to pull these parts together and make it work. And that's the exciting part of where we're going in this country and where PERF is going.



**Barker:**

## The Supreme Court & pursuit liability

By A. Michael Barker

The United States Supreme Court has agreed to set a legal standard determining whether a police officer is liable for injuries resulting from a high-speed vehicular pursuit, and the Court's determination will have an immediate and critical impact on municipal, county and state police departments nationwide.

The constitutional standard and resultant liability surrounding high-speed police pursuits has been one of the most controversial questions facing law enforcement agencies and the legal system today. Police officers have to make instantaneous decisions on when and how to apprehend a suspect. Those decisions, as in the case of high-speed pursuit, can place others at risk and potentially leave a police department and municipality vulnerable or liable should an injury to a bystander occur.

Such precipitous decisions balance the facts and needs faced by police officers every day. If every lawbreaker knew that all he had to do was drive away and the police couldn't chase him, why would a suspect stop? And if a suspect has nothing to hide, why would he or she attempt to elude the police? In one case in California, the Highway Patrol found a suspect, who was stopped for driving erratically, in the process of dismembering a body. While an officer may not intend to cause injury to anyone else when he or she chases someone who has broken the law, there is risk in implementing any pursuit and, unfortunately, accidents do occur. This risk must be balanced with the fact that the police have the responsibility — and are duty bound — to enforce the law.

The question before the Supreme Court will establish the legal standard for liability in civil rights actions, answering whether it is sufficient

(A. Michael Barker, a former special agent with the U.S. Bureau of Alcohol, Tobacco and Firearms, is a Certified Civil Trial Attorney with the Atlantic City, N.J., law firm of Horn, Goldberg, Gorn, Plackter, Weiss & Perskie. He has successfully represented municipalities and police departments throughout New Jersey and other states in police pursuit cases.)

to show that a police officer acted with "deliberate indifference to" or in "reckless disregard for" the right to life and personal security under the 14th Amendment, or whether a plaintiff seeking damages must meet the higher standard of showing that the police behavior "shocked the conscience."

The Justices are hearing an appeal from a California county which has received conflicting decisions from lower Federal courts. The U.S. Court of Appeals for the Ninth Circuit, in San Francisco, ruled last year that the appropriate degree of fault to be applied in determining whether a high-speed police pursuit violates a person's 14th Amendment due-process rights is the "deliberate indifference" or "reckless disregard" standard.

The ruling reinstated a lawsuit brought by the parents of a 16-year-old boy who was killed after

pursue a fleeing suspect could potentially violate that suspect's due-process rights."

In overturning that ruling, the appeals court said it was not analyzing the officer's "mere decision to pursue," but also whether the manner in which the pursuit was conducted "was sufficiently reckless of [the plaintiff's] safety that [the officer] can be held liable." The court concluded that considering the risks and danger created by the pursuit, "no reasonable officer could have believed such conduct was completely immune."

"We recognize that courts should be hesitant to second-guess government officials when they make swift decisions regarding public safety," Judge Harry Pregerson wrote for the appeals court. "But even swift decisions, if arbitrary, may violate the 14th Amendment."

In its appeal to the Supreme Court, Sacramento

If every lawbreaker knew that all he had to do was drive away and the police couldn't chase him, why would a suspect stop? And if a suspect has nothing to hide, why would he attempt to elude the police?

a patrol car driven by a Sacramento County sheriff's deputy engaged in a nighttime pursuit of a motorcycle on which the teen-ager was a passenger, at speeds reaching an estimated 100 miles per hour. The chase lasted only 75 seconds, and ended with the motorcycle cresting a hill and sliding to a stop in the middle of the road, and the sheriff's vehicle running into it after skidding for 147 feet, striking and killing the boy.

The teen-ager's parents had sued the deputy, another officer in the car and the county, alleging a violation of their son's 14th Amendment due-process rights. The Federal District Court in Sacramento granted a judgment for the officers and the county on the grounds of qualified immunity, siding with the defendants' assertion that the law concerning police pursuits was not clear enough to give an officer notice that the "mere decision to

County v Lewis (No. 961337), the county asserts that the appeals court had made the police too vulnerable to lawsuits. The county warned that the decision could "both chill law enforcement officers in the performance of their duties and encourage criminal activity."

There have been hundreds, if not thousands, of similar cases across the country.

The controversy — and constitutional question — surrounding police pursuits has centered on the discretionary decisions by the police officers involved, whether the attempt to apprehend reflected a balanced decision and whether the officers were trained to the constitutional standard.

A police officer's vehicular pursuit of a suspect is governed under Federal appellate decisions which declare that a governmental employee only violated constitutional guarantees of due process

when the conduct amounts to abuse of official power that "shocks the conscience." Under New Jersey statutes, which have been used as legislative models across the country and upheld by the state Supreme Court, there is immunity for a police officer and his or her employer from any liability for damages incurred while the officer is acting in good faith in the pursuit.

While the Federal standard of "shocks the conscience" has been upheld in New Jersey cases and other recent court decisions, the standard also has been criticized for being too amorphous. The U.S. Third Circuit Court has referred to action that "shocks the conscience" as conduct that is arbitrary or so outrageous that it offends a "sense of justice."

According to Professor Geoffrey Alpert of the University of South Carolina, who is considered an expert on the subject of police pursuit after more than a dozen years of research, about 1 percent of all high-speed chases end in death, and as a result states and communities have acted to reduce the risks of such pursuits with improved training and increased penalties for people attempting to elude the police.

Alpert asserts that increasing the penalty for eluding acts as a deterrent to flight, and most important, that improving the decision-making training given to police officers faced with high-speed pursuit situations enhances public safety.

While pursuit data is not collected on a national basis, Alpert has compiled statistics from several separate state and municipal studies which offer distinct trends of similarities, despite originating from dissimilar environments, such as highway pursuits vs. inner-city pursuits.

An early 1980s study by the California Highway Patrol analyzed 683 pursuits, of which 77 percent ended in apprehension and 70 percent without an accident. Of the 198 pursuits (29 percent) that resulted in accidents, 99 (15 percent) resulted in injuries and 7 (1 percent) in death. Studies from the City of Miami and Dade County, Fla., during 1985-1987 show that 952 pursuits were conducted, with 646 (68 percent) resulting in arrest and 341 (36 percent in arrests for non-pursuit charges (mostly drugs and weapons offenses). Of the total, 364 pursuits (38 percent) resulted in accidents, including 160 (17 percent) with injuries and 7 (0.7 percent) in death.

The Minnesota Board for Peace Officer Standards and Training reports that during 1994, law enforcement agencies throughout the state (excluding the Highway Patrol) engaged in 764 pursuits, of which 420 (55 percent) ended when the drivers stopped and 307 (40 percent) resulted in accidents — 205 (27 percent) with injuries and 1 (0.1 percent) ending in death. In Illinois during 1991 and 1992, 129 law enforcement agencies reported 700 pursuits, which resulted in 518 arrests (74 percent) and 145 felony arrests (21 percent). A total of 273 (39 percent) of the pursuits resulted in accidents, including 77 (11 percent) in injuries and 12 (1.7 percent) in death.

To address the inherent risk and danger of pursuits, in 1985 the New Jersey Attorney General issued guidelines that were adopted by many municipal police departments throughout the state. The guidelines generally provided that pursuits are subject to the discretion of the police officer.

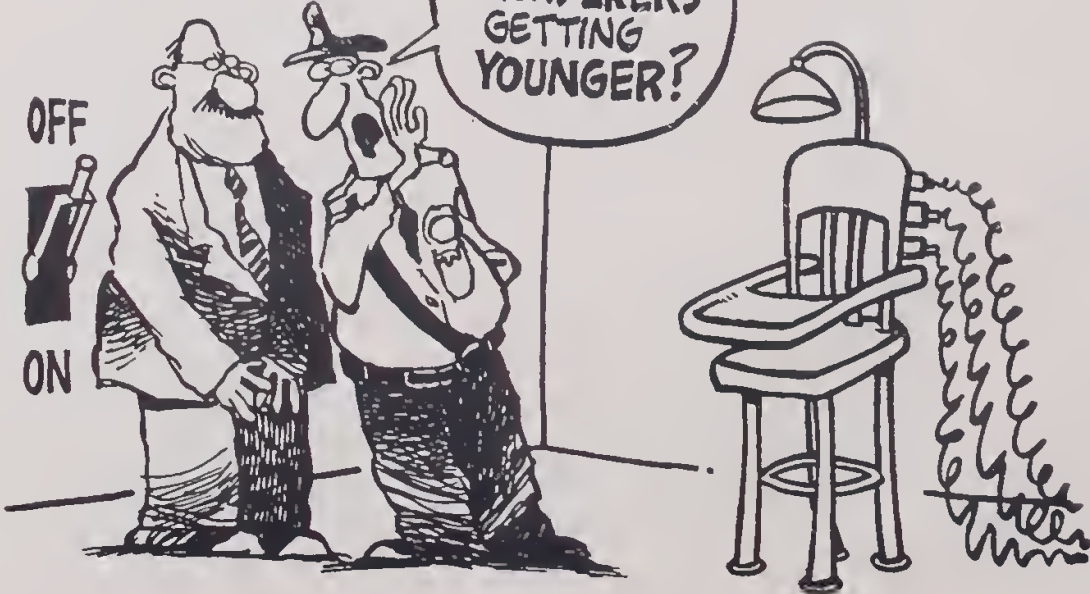
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THREE SECONDS

OFF

ON

IS IT ME OR ARE THESE MURDERERS GETTING YOUNGER?



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# Criminal Justice Library

Looking for clues:

## Indulging appetites for crime-scene detail

### Crime Scene: Blood Will Tell

From Fingerprints to Autopsies to DNA Testing, a Fascinating, In-Depth Introduction to the World of Forensic Investigation.

By Larry Ragle

New York: Avon (True Crime) Books, 1995.

366 pp. \$5.99 (pb).

By Troy C. Merrick

Consider the predicament confronting the author of "Crime Scene," Larry Ragle. On the one hand, the veteran criminalist, crime-scene investigator and crime laboratory manager, is eager to indulge the readers' "insatiable appetite for grisly details of murder, sexual violence, and anything else that deals with crime." At the same time, Ragle is astute and forthright enough to caution that "if the screenplay [of television's "Quincy," about a medical examiner] had been solely about the day-to-day work of a forensic pathologist, most of the audience would have been sound asleep about six minutes into the story."

Thirty years of experience in crime scenes, forensic science and evidence factor into Ragle's recognition of the importance of teamwork in these fields. Having experienced the recent evolution of forensic science firsthand, Ragle resists the temptation to fictionalize the cases or the power of forensic science. Indeed, he notes, "there is no limit to the nature of physical evidence, but there is a limit to our ability to recognize, collect and analyze it." The book

is a cross between a textbook and a leisure-reading volume that consists of an "encyclopedia of forensic science information." For instance, the toxicology case detailed in Chapter 9 includes a substantial account on various abused drugs.

Each of the 10 chapters includes an introduction and a discussion of a crime scene (two in Chapter 10), along with headings and subheadings. All 11 crime scenes described in the book were investigated by the author at some time in his long career. All but two chapters include an "Epilogue" after the crime scene in which the author cites his reasons for selecting the particular scene. All chapters have "The Bottom Line," a short section of what the author would like the readers to remember or learn; some chapters even pose questions to ponder as one reads. Finally, chapters 6 and 7 offer "Definitions and Descriptions of Key Words" as a reference for any terms that the reader may not know or understand — again, evidence of the author's aim of providing informative reading.

The book provides information on a variety of disciplines in forensic sci-

ence. Subjects such as fingerprints, firearms evidence, blood and other biological fluids, DNA, trace evidence and toxicology/drug analysis are discussed in detail, while various chapters make appropriate mention of other forensic disciplines, such as anthropology, questioned documents, odontology and arson investigation and analysis.

It has never been easy to solve a crime through the recognition, collection and analysis of physical evidence. To this end, Ragle suggests 11 steps for processing a crime scene. These steps highlight the integrity of what the crime

dence at the scene." Readers will note, too, that Ragle does not take sole credit for solving the cases he worked on. Often in the book, he mentions by name the criminalists, evidence technicians, police officers and medical examiners who made the difference in each case.

The author succeeds landably in accomplishing what he has intended. The book is at once interesting and brimming with valuable information about real-life applications of the forensic sciences, meticulous crime-scene evaluations and the significance of physical evidence in criminal investigations. To some readers this book may appear at first blush to be most appropriate for criminalists and forensic scientists — as expected. Yet the usefulness of the information in this book should be underestimated by those in any other career disciplines associated with crime scenes. Criminal justice pro-

fessionals in general will find the book to be both entertaining and educational, and college students in related fields may conclude that it is a wonderful reading assignment.

(Troy C. Merrick is a graduate student in forensic science at the University of Alabama in Birmingham, Department of Justice Sciences.)

Veteran criminalist  
sees no limit to  
the nature of physical  
evidence, just "a limit to  
our ability to recognize,  
collect and analyze it."

scene does or doesn't reveal, as well as the importance of legally obtained evidence and the chain of custody of that evidence. Cases can be solved only with proficient cooperation and contributions among members of the "crime scene team/task force," defined by the author as "a group of professional investigators, each trained in a variety of special disciplines...with a common goal to locate and document all the evi-

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Gangs: Prevention and Enforcement	Crime and the Media
Ethical Issues in Criminal Justice	Globalization of Crime

In addition, the following activities are planned for Conference participants:

- Receptions hosted by the American Embassy, Mayor of Budapest, and the Hungarian National Police
- Site visits to criminal justice facilities in Budapest including the International Law Enforcement Academy and the new Hungarian National Police Headquarters

For more information and registration forms contact:

Dr. Roberta Blotner  
International Perspectives on Crime, Justice and Public Order  
John Jay College of Criminal Justice  
The City University of New York  
899 Tenth Avenue, Room 410  
New York, NY 10019  
(212) 237-8654; FAX (212) 237-8465  
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# Doing whatever it takes to beat gangs

As street gangs continue their efforts to assert a criminal presence in communities from California to New York, law enforcement agencies are meeting them head-on with a "bring in the cavalry" approach that has been keeping gang members off the streets and chalking up large numbers of arrests.

Los Angeles police have been operating with a freer hand since August, when a Superior Court judge gave preliminary approval to an injunction that prevents even two members of the city's notorious 18th Street gang from meeting in public. The injunction is even more restrictive than one approved a month earlier, which banned 18 gang members from congregating in public in groups of three or more.

The defendants, part of a gang with some 20,000 members, according to police, operate in the Pico-Union section of Los Angeles. A smaller branch from West Los Angeles is also part of the legal case built by a multi-agency team.

Under the injunction, the gang members are banned from standing, sitting, walking, driving or appearing anywhere in the target area with a known 18th Street gang member. They are also prohibited from possessing drugs, drug

paraphernalia, cellular phones, police scanners, weapons and beepers. Adult defendants are barred from being on the street between 10 P.M. and sunrise, except when traveling to or from legitimate functions. A curfew for those under 18 begins at 8 P.M.

The order also grants police the authority to begin a coordinated effort to break the grip that the 18th Street gang and other gangs like it have on Los Angeles' communities, officials told *The Los Angeles Times*.

In the past 15 months, gang members have been suspects or victims in 32 homicides in the Los Angeles police division that patrols the Pico-Union district.

Founded 30 years ago, the 18th Street gang has struck such terror into the hearts of residents that prosecutors were able to obtain declarations from only eight and only then with strict assurances that the documents would be sealed by the judge. In one case, gang members apparently monitored 911 broadcasts and threatened a woman who called in a complaint. A gang member, according to court papers, brazenly demanded that a motorist pay him for parking on a public street.

While civil libertarians argue that

the injunction will trample on constitutionally protected liberties, prosecutors and officials have embraced the recent court decisions upholding communities' rights to restrict gang activity. Said Gov. Pete Wilson: "We are sending a clear message [that] we will use all available tools to curb illegal gang activity.... We can not call ourselves a civilized society if our homes become prisons to innocent citizens who live in fear."

## Joining forces

In the Midwest, Chicago's suburban police departments throughout the summer harassed, hammered and did whatever they could to shake loose the footholds gangs have gotten in some of the localities' more troubled neighborhoods.

The Summer Mobile Task Force, comprising members of the Hanover Park, Bartlett, Roselle, Schaumburg and Streamwood police departments, have been hitting the half dozen or so trouble areas that have been targeted in each of those communities. On any given night, 8 to 12 officers may be involved in an operation. Walking through apartment complexes and speaking with residents,

the team is more interested, they said, in making its presence felt than in making arrests.

Hanover Park Deputy Chief Dean Norman, who runs the task force's day-to-day operations, said of the gangbangers: "It shocks them that all of these resources are being brought to bear on them. Unfortunately, it's a lot of resources directed at a few people. But on the other hand, what are you going to do, turn your back on them?"

A similar anti-gang task force was also set up recently by the police departments in Olympia Fields, Matteson, Park Forest and Richton Park. Said Park Forest Police Chief Robert Maeyama, "I think all of us are short on personnel and this gives us a way of providing a program without having to pay overtime or having to take four or five people off the street."

## Blood ritual

Operation Red Bandanna in New

York City has seen law enforcement arrest some 162 members of the Bloods street gang, in an effort to offset the recruitment of new members.

The gang members are believed to be responsible for more than 100 box-cutter slashings of innocent passers-by, which police said are part of a violent gang-initiation rite. Charges against those arrested ranged from drug-trafficking to attempted murder, and police said they hope to link gang members to several murders as well.

The operation, named for the gang's signature clothing item, dismantled seven of the Bloods' 15 chapters, or "sets," police said. Nearly half the arrests took place in northern Brooklyn, another 50 in upper Manhattan, and the rest in Far Rockaway, Queens, where the crack trade in the Edgemere Houses project is controlled by the gang.

Currently, there are about 1,000 Bloods members citywide, police said, about the same number as the Latin Kings gang.

## Cocaine-tainted cash found in 3-city sample

Defendants who once might have beaten a cocaine-possession rap may now stand a greater chance of being convicted, following a report by the Argonne National Laboratory in late September which found that roughly three-quarters of the \$1 and \$2 bills circulating in three metropolitan areas were contaminated with the drug.

Dr. Jack Demirgian, a chemist at the laboratory, told *The New York Times* that his group found cocaine in 78 percent of the \$1 and \$2 bills circulating in the Chicago suburban, and the same percentage in bills tested in Miami and Houston.

"The level of cocaine contamination is presumably about the same in dollar bills in all large American cities," he said.

More importantly from a legal standpoint, the laboratory said that people who handled cocaine-tainted currency are rarely contaminated by it, except in cases where the money had been in contact with large amounts of

cocaine immediately before being handled.

While \$1 and \$2 bills are not used to buy the drug, said Demirgian, they are often used to wrap chunks of cocaine called "rocks," which are chipped from a one-kilogram brick of the drug. Unlike newspaper or magazine scraps, the ink used on money does not transfer to the cocaine.

Demirgian said most cocaine transactions are paid for with \$10 and \$20 bills, which usually contain a "background" level of 5 to 10 micrograms of the drug. Only if the bill is found to have some 1,000 times this amount can analysts assume it was used in a drug transaction, he said.

Demirgian's group discovered that fine particles of cocaine become embedded in the saw-toothed fibers of the cellulose within the paper, while rougher granules fall away. These finer particles, he said, became visible when scanned with an electron microscope when the money was abraded.

## Law Enforcement News

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## Pursuits & liability

Continued from Page 12

must be supervised via radio, and that the officer must exercise reasonable care with due regard for the safety of the public while attempting to apprehend the suspect.

The penalty in New Jersey for attempting to elude a police officer also has been stiffened. Once a mere \$50 fine, today eluding in New Jersey is graded as a third-degree crime carrying a penalty of three to five years in prison and a fine of up to \$7,500, or both. If the eluding offense creates risk of injury or death, it is considered a second-degree crime punishable by 5 to 10 years imprisonment, a fine of up to \$100,000, or both.

Police officers are sworn to enforce the law and are duty-bound to do so. They must be allowed to act without the threat of litigation and personal liability. Increasing the penalties for eluding — in the same way crimes with a gun have been given stiffer sentences

— assists law enforcement. Stiffer penalties provide a strong reason for violators not to flee, and by doing so, help reduce the number of chases and the risk for everyone involved.

Today pursuit training for police officers throughout New Jersey has increased. Mandatory in-service training now is held twice a year on the law, decision-making and the parameters of when and how to initiate pursuits, which supplements behind-the-wheel emergency vehicle operation training received by officers in New Jersey-approved police academies.

With the proper statutes and thorough training, police departments and municipalities can avoid substantial liability exposure, enforce the law and effectively safeguard the interests of the public. However, they must be given the latitude to do so, which requires favorable court decisions. Let's hope the U.S. Supreme Court's standard of liability ruling is one of them.



# Upcoming Events

## NOVEMBER

**15-18. 8th Annual International Problem-Oriented Policing Conference.** Presented by the Police Executive Research Forum, San Diego. \$350.

**17. Managing Marginal Employees.** Presented by the New England Institute of Law Enforcement Management, Amherst, Mass. \$75.

**17-21. Criminal Investigative Analysis (Criminal Profiling) Training.** Presented by the Alpha Group Center for Crime & Intelligence Analysis Training, Waltham, Mass. \$450.

**17-21. Carbine CQB.** Presented by Storm Mountain Training Center, Elk Garden, W. Va. \$495.

**17-21. Crime Scene Technology 3.** Presented by the Northwestern University Traffic Institute, Evanston, Ill. \$650.

**18-20. High-Risk Incident Management.** Presented by the Northwestern University Traffic Institute, Evanston, Ill. \$450.

**18-21. Internal Affairs: Creating & Maintaining an Ethical Organization.** Presented by the New England Institute of Law Enforcement Management, Wellesley, Mass. \$345.

**19-20. Criminal Justice Grant Writing.** Presented by Justice Planning & Management Associates, Costa Mesa, Calif. \$275.

**19-21. Street Survival '97.** Presented by Calibre Press, Alexandria, Va. \$189.

**19-22. 49th Annual Meeting of the American Society of Criminology.** San Diego.

**20-21. Breakthrough Strategies to Teach & Counsel Troubled Youth.** Presented by Youth Change, Austin, Texas. \$125.

**20-21. Tracing Illegal Proceeds.** Presented by the Investigation Training Institute, Nashville, Tenn. \$395.

**24-25. OCAT Instructor/Use of Force-Surviving a Legal Encounter.** Presented by

the National Criminal Justice Training Council, Pittsburgh. \$295.

**25. Policing a Diverse Community.** Presented by the New England Institute of Law Enforcement Management, Springfield, Mass. \$75.

## DECEMBER

**1-2. OCAT Instructor/Use of Force-Surviving a Legal Encounter.** Presented by the National Criminal Justice Training Council, Chantilly, Va. \$295.

**1-2. Exceptional Service in Policing (ESP).** Presented by the Northwestern University Traffic Institute, Evanston, Ill. \$275.

**1-3. Street Survival '97.** Presented by Calibre Press, Las Vegas. \$189.

**1-5. Investigative Photography 1.** Presented by the Northwestern University Traffic Institute, Evanston, Ill. \$600.

**2-4. Regional Information Sharing Systems (RISS) National Gang Conference: What's New, What's Works.** Las Vegas. \$175.

**3-4. Supervising the Problem Employee.** Presented by the Northwestern University Traffic Institute, Evanston, Ill. \$275.

**4-S. Breakthrough Strategies to Teach & Counsel Troubled Youth.** Presented by Youth Change, Dallas. \$125.

**4-S. Tracing Illegal Proceeds.** Presented by the Investigation Training Institute, Phoenix. \$395.

**8-9. OCAT Instructor/Use of Force-Surviving a Legal Encounter.** Presented by the National Criminal Justice Training Council, West Palm Beach, Fla. \$295.

**8-9. Criminal Justice Grant Writing.** Presented by Justice Planning & Management Associates, Indianapolis. \$275.

**8-12. Crime Analysis Applications Training.** Presented by the Alpha Group Center for Crime & Intelligence Analysis Training.

New Orleans. \$450.

**8-12. Advanced Forensic Art.** Presented by the Metro-Dade Police Department, Miami, Fla. \$549.

**8-12. Bloodstain Evidence 2.** Presented by the Northwestern University Traffic Institute, Evanston, Ill. \$650.

**8-12. Investigative Photography 2.** Presented by the Northwestern University Traffic Institute, Evanston, Ill. \$650.

**8-12. Law Enforcement Fitness Instructor Certification.** Presented by the Northwestern University Traffic Institute, Evanston, Ill. \$550.

**8-19. 1997 Use-of-Force Instructor Training Symposium.** Presented by the National Criminal Justice Training Council, West Palm Beach, Fla.

**11-12. Criminal Justice Grant Writing.** Presented by Justice Planning & Management Associates, Cleveland, Ohio. \$275.

**11-12. Executive/VIP Protection.** Presented by the Executive Protection Institute, Balunore, Md.

**15-19. Defense Without Damage — Instructor Training.** Presented by the Northwestern University Traffic Institute, Evanston, Ill. \$550.

**15-21. Law Enforcement Ethics: Train the Trainer.** Presented by the Southwestern Law Enforcement Institute, Dallas. \$395/\$495.

### It's a Date:

List your nbxt professional conference, workshop or training session in the Upcoming Events section of LEN, and ensure a top-flight audience. Send items to LEN, 899 10th Ave., New York, NY 10019. Fax: (212) 237-8486.

# Is it a quota, or re-engineering?

## Continued from Page 1

to "look at [all enforcement activity] as being equal" with no one incident or activity getting more weight in a performance evaluation.

"What we agreed to was that troopers' performance would be based on hours they spent on enforcement patrol hours, and during that time, troopers would be required to make one contact every 1.3 hours. They are now expected to make at least one contact per hour," Perry noted.

According to Perry, "contacts" include everything from assisting a motorist to an arrest. The current emphasis, he said, is on arrest.

Perry said the apparent violation of the agreement has prompted the union to file an unfair labor practice grievance with the state Personnel Department. The grievance is now awaiting a hearing date, he said.

The new arrangement also requires employees to comply with standards that exceed the negotiated agreement on acceptable patrol activity. It also gives sergeants' wide latitude in setting the acceptable number of contacts they deem warranted for their enforcement areas, Perry noted.

"One [sergeant] expected a minimum of 400 arrests a year. Another supervisor felt that 500 wasn't enough. So troopers have been receiving unsatisfactory evaluations because they're not exceeding the negotiated agreement. These are first-line supervisors, and they have free rein under this new system."

State Patrol officials did not return calls from LEN for comment, but Lieut. Tim Camahan, a supervisor in the Motor Carrier Enforcement Division, is on record denying that the new procedure was based on quotas. He told The Milwaukee Journal Sentinel recently that the new procedure is just "a re-engineering of the accounting system used to record and research the type of activity occurring on the road."

The procedure can be used to deter-

mine whether a trooper needs more training, Camahan added, or to evaluate the effectiveness of new equipment in situations where two troopers working under similar conditions generate significantly different amounts of enforcement activity.

Perry, the troopers' union president, said statistics that might show the impact of the change were not available

The new system, says one legislator, is unfair both to troopers and motorists: Imagine being the last driver a trooper sees during his shift, and that trooper has had a bad day and an activity quota to meet.

because the agency releases its statistics at the end of the year.

Representative Johnsrud maintains that the new procedure is unfair to both troopers and motorists. "A trooper should be able to have a good day — not everybody out there breaks the law, I hope," he said. "And it's not fair to me [as a motorist] coming down the road, and I happen to be the last guy the trooper sees. He's had a bad day, and he knows he's got a quota...."

"It cuts both ways. You've got your zealots out there would arrest the whole damned interstate — all six lanes, if they could. But we do have reasonable police who don't give every speeder a ticket. Otherwise, you'd have to arrest the whole world."

## For further information:

Addresses & phone/fax numbers for organizations listed in calendar of events.

Alpha Group Center for Crime & Intelligence Analysis Training, P.O. Box 8, Monclair, CA 91763. (909) 989-4366.

American Society of Criminology, Attn.: Sarah Hall, 1314 Kinnear Rd., Suite 214, Columbus, OH 43212. (614) 292-9207. Fax: (614) 292-6767. E-mail: 76551 201 @compuserve.com

Calibre Press, 666 Dundee Rd., Suite 1607, Northbrook, IL 60062-2727. (800) 323-0037. Fax: (708) 498-6869. E-mail: Seminar@CalibrePress.com

CQC Service Group, Kingsbury Lane, Billerica, MA 01862. (617) 667-5591

Criminal Justice Institute, College of Lake County, 19351 W. Washington St., Grayslake, IL 60030-1198. (847) 223-6601, ext. 2937. Fax: (847) 548-3384

CSTAC Inc., P.O. Box 2172, Woodbridge, VA 22193. (703) 878-7940. Fax: (703) 670-5368. Internet: www.cstac.com.

Davis & Associates, P.O. Box 6725, Laguna Niguel, CA 92607. (714) 495-8334

Executive Protection Institute, Arcadia Manor, Rte. 2, Box 3645, Berryville, VA 22611. (540) 955-1128.

FitForce, 1607 N. Market St., P.O. Box 5076, Champaign, IL 61825-5076. (217) 351-5076. Fax: (217) 351-2674

Hutchinson Law Enforcement Training, LLC, P.O. Box 822, Granby, CT 06035. (860) 653-0788. E-mail: dhutch@snet.net. Internet: http://www.patriotweb.com/hlet.

Institute of Police Technology & Manage-

ment, University of North Florida, 4567 St. Johns Bluff Rd. So., Jacksonville, FL 32216. (904) 646-2722.

International Association of Chiefs of Police, P.O. Box 90976, Washington, DC 20090-0976. 1-800-THE IACP. Fax: (703) 836-4543

Investigation Training Institute, P.O. Box 669, Shelburne, VT 05482. (802) 985-9123

Justice Planning & Management Associates, P.O. Box 5260, Augusta, ME 04332. (207) 582-3269.

Mesa Community College, Administration of Justice Studies, 1833 West Southern Ave., Mesa, AZ 85202. (602) 461-7080. E-mail: crawford@mc.maricopa.edu

Metro-Dade Police Department, Training Bureau, 9601 NW 58th St., Building 100, Miami, FL 33178-1619. (305) 715-5022

National Criminal Justice Training Council, P.O. Box 1003, Twin Lakes, WI 53181-1003. (414) 279-5735. Fax: (414) 279-5758. E-mail: NCJTC@aol.com.

National Tactical Officers Association, P.O. Box 529, Doylestown, PA 18901. (800) 279-9127. Fax: (215) 230-7552.

New England Institute of Law Enforcement Management, P.O. Box 57350, Babson Park, MA 02157-0350. (617) 237-4724. Web: http://www.niac.net/users/gburke/ncilem.html

Northwestern University Traffic Institute, 555 Clark St., P.O. Box 1409, Evanston, IL 60204. (800) 323-4011.

Police Executive Research Forum, POP

Conference, 1120 Connecticut Ave. N.W., Suite 930, Washington, DC 20036. (202) 466-7820. Fax: (202) 466-7826.

Public Safety Institute, University of North Florida-IPTM, P.O. Box 607130, Orlando, FL 32860-7130. (407) 647-6080. Fax: (407) 647-3828

Public Safety Training Inc., P.O. Box 106, Oak Harbor, OH 43449. (419) 732-2520.

R.E.B. Training International Inc., P.O. Box 845, Stoddard, NH 03464. (603) 446-9393. Fax: (603) 446-9394

RISS National Gang Conference, Attn. Ms. Trelles D'Alemerte, (904) 385-0600, ext. 227. E-mail: tdalembe@air.com.

SEARCH, 7311 Greenhaven Dr., Suite 145, Sacramento, CA 95831. (916) 392-2550

Southwestern Law Enforcement Institute, P.O. Box 830707, Richardson, TX 75083-0707. (214) 883-2376. Fax: (214) 883-2458

Storm Mountain Training Center, Rte. 1, Box 360, Elk Garden, WV 26717. (304) 446-5526. Internet: www.stormmountain.com

University of Houston-Downtown, Criminal Justice Center, 1 Main St., Room 606-S, Houston, TX 77002. (713) 221-8690. Fax: (713) 221-8546.

Wicklander-Zulawski & Associates Inc., 4932 Main St., Downers Grove, IL 60515-3611. (800) 222-7789. Fax: (630) 852-7081. E-mail: Register@W-Z.com

Youth Change, 275 N. 3rd St., Woodburn, OR 97071. 1-800-545-5736. Internet: www.youthchg.com

## CHARLOTTESVILLE SEEKS POLICE CHIEF

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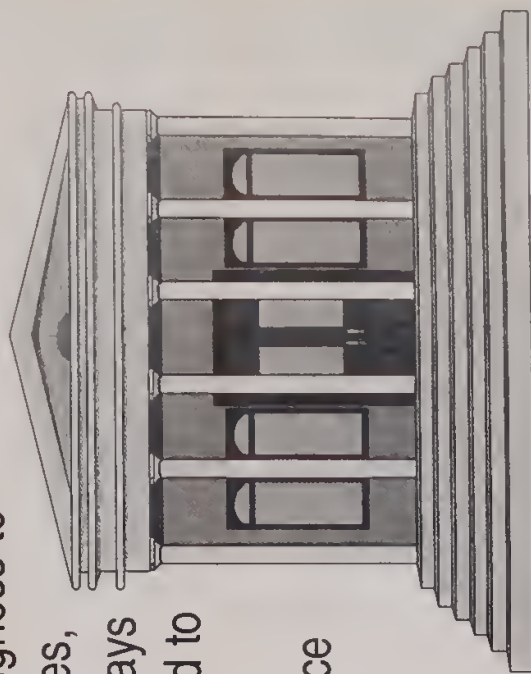
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## What's happening at the Forum?

The Police Executive Research Forum has grown some 80-fold in 20 years. What hasn't changed, though, is the willingness to take on tough issues, to look for better ways of doing things, and to cultivate future generations of police leadership.



Executive Director Chuck Wexler sits for a special LEN interview (and explains the group's position on the controversial domestic-violence gun ban. **On Page 8.**

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### What They Are Saying:

**"Cops and former cops are my friends, colleagues and clients. They provide quality service, but we're taxpayers, too, and the costs sound out of control."**

— Michael J. Butler, an attorney and former Nassau County, N.Y. police captain, on the compensation package recently won by Nassau County police officers. (Story, Page 5.)